

## COVID-19 Pandemic Principles that Guide MacIntyre Academies' Work

At MacIntyre Academies we are fully committed to delivering as much face-to-face teaching and the widest education experience as possible, now and from September 2020. We are also conscious that the COVID-19 pandemic poses unprecedented challenges for us and our communities so our planning will be guided by four key overarching principles:

- The safety and wellbeing of all is paramount
- We will be flexible and respond to changing circumstances
- We will maintain the integrity of the educational experience while following a Recovery Curriculum
- We will assure the quality of our education offer

The table below shows the factors that help us make the best decisions for everyone. We believe that it is important to be clear about the factors that inform our decision making because it is not always possible to find a solution that pleases all. Sometimes information that helps us to make judgements is missing, incomplete and delayed which means that sometimes our decisions are last minute. We will always strive to do the best for all involved.

Factors	What it means for:			
	Learners	Parents	Staff	Leaders
<b>Learner Wellbeing</b>	<ul style="list-style-type: none"> <li>• We will continually review each learner's risk assessment so that we can offer on-site provision to those who need it most.</li> <li>• We will support learners to access support from other agencies.</li> </ul>	<ul style="list-style-type: none"> <li>• Family Footings and senior leaders will be in frequent contact to consult with parents as to their particular circumstances.</li> <li>• We will regularly keep parents up to date with what's changing.</li> <li>• Some learners will be predominantly based at home while others on-site.</li> </ul>	<ul style="list-style-type: none"> <li>• Staff may be asked to work with learners or do tasks or undertake training that they have not done before.</li> </ul>	<ul style="list-style-type: none"> <li>• We will consult with all relevant professional bodies, the Trust and the LAB to ensure an agreed approach.</li> <li>• Risk assessments for each learner will be regularly reviewed so that the most vulnerable are identified and safeguarded.</li> </ul>
<b>Educational Experience</b>	<ul style="list-style-type: none"> <li>• We will make tailored resources that those who are at home can use.</li> <li>• We will offer video learning where appropriate.</li> <li>• We will regularly refine the on-site offer.</li> <li>• We will aim to offer some time on site before the end of the year to all learners who would benefit from this.</li> </ul>	<ul style="list-style-type: none"> <li>• Class teams will offer support on how to support home learning.</li> <li>• Curriculum updates will be provided about on-site and off-site learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Some teachers will have the challenge of maintaining an online as well as in-person presence with learners.</li> <li>• Teachers will need to continue to use their professional judgement to adapt the curriculum in challenging circumstances</li> </ul>	<ul style="list-style-type: none"> <li>• We will review and refine the curriculum for home and on-site learners, deploy staff and ensure this is well risk assessed.</li> </ul>
<b>Staff Wellbeing</b>	<ul style="list-style-type: none"> <li>• We will minimise disruption for learners as much as possible but not all the usual staff will be available all the time.</li> </ul>	<ul style="list-style-type: none"> <li>• Not all of the usual staff will be available all of the time.</li> </ul>	<ul style="list-style-type: none"> <li>• We will continually review each staff member's risk assessment in order to ensure the wellbeing of vulnerable staff.</li> <li>• Where working from home is a suitable alternative and especially where this can support those with extra workload, it will be required</li> <li>• All staff workloads will be monitored.</li> <li>• Staff are encouraged to keep talking to their Line Managers.</li> </ul>	<ul style="list-style-type: none"> <li>• We are diligently taking into account multiple issues and obligations when it comes to staff being able to work (so avoid making comparisons).</li> </ul>
<b>Government &amp; Expert Advice</b>	<ul style="list-style-type: none"> <li>• Different taxis than normal may be provided.</li> <li>• Learners may start coming to school with a parent/carer.</li> <li>• Things may change at the last minute.</li> </ul>	<ul style="list-style-type: none"> <li>• Sometimes we will not be able to give the detail that we'd like to. We hear government announcements at the same time as everyone else and have to wait for further guidance.</li> <li>• We may be restricted by unforeseen obstacles.</li> <li>• Things may change at the last minute or may give late notice of a development.</li> </ul>	<ul style="list-style-type: none"> <li>• Staff may spend time and effort preparing for a scenario that doesn't materialise as expected.</li> <li>• Things may change at the last minute or staff may get late notice of a development.</li> </ul>	<ul style="list-style-type: none"> <li>• We will communicate the basis of decisions where this is helpful (but won't if it could be long or confusing).</li> </ul>