



**HURLINGHAM  
SCHOOL**

# **Pandemic Policy**

This policy is made available to all parents, prospective parents, staff and prospective employees of Hurlingham School on our website, and a hard copy can also be viewed at our School Office.

This policy applies to all activities of Hurlingham School, including the Early Years Foundation Stage (EYFS) Nursery and Reception pupils.

**This Policy should be viewed in conjunction with the COVID-19 Pandemic Risk Assessment, Pandemic Plan and Pandemic Policy.**

## 1. Definition of a pandemic

A pandemic is an epidemic of infectious disease that spreads through populations across a large region - for instance a continent, or even worldwide. According to the World Health Organization (WHO), a pandemic can start when three conditions have been met:

- The emergence of a disease new to a population.
- That agents infect humans, causing serious illness.
- That agents spread easily and sustainably among humans.

A disease or condition is not a pandemic merely because it is widespread or kills many people; it must also be infectious. For instance, cancer is responsible for many deaths but is not considered a pandemic, because the disease is not infectious or contagious (although certain cases of some types of cancer might be).

This type of incident can only be addressed as the situation evolves. However, Hurlingham School has developed a Pandemic Plan that addresses the three phases of a pandemic. These are:

- **Phase 1 - Pandemic Alert** – An alert issued by the Government to advise that a pandemic is probable and preparedness should be reviewed.
- **Phase 2 - Pandemic Outbreak** – the arrival of the virus in the UK.
- **Phase 3 - Post Pandemic** – the pandemic is under control and the Government advises that further outbreaks are unlikely. Hurlingham School returns to normal operations.

## 2. Aim of the Pandemic Plan

The aim will be to minimise the impact of such a pandemic and to continue to provide educational services for as long as possible, whilst at the same time implementing the advice from the Government and Local Authorities. There may well be high rates of absenteeism and severe limitations to the private and public infrastructure.

Hurlingham School will work in liaison with parents, suppliers, stakeholders and the Local Authorities to achieve the aim.

Advice to staff will be given by the Principal, the Head and the Pandemic Co-ordinator and in turn by the Heads of Section.

The School will communicate the measures required to achieve the aim to parents, pupils, suppliers and other stakeholders on a regular basis via a dedicated section on Firefly and where appropriate on the School website and via email.

Hurlingham School recognises that during a pandemic, there are likely to be conflicts between the provision of educational services, the welfare of staff and pupils and personal commitments.

Hurlingham School proposes, therefore, that the pandemic policy is to implement the Pandemic Plan, to follow government advice and to be additionally flexible with its working arrangements.

## 3. The Pandemic Plan

Further to Government advice, Hurlingham School is likely to adopt the following:

- To maintain, review, rehearse and implement the Pandemic Plan.
- To have in place measures to protect pupils and staff, visitors and the public, and to minimise the spread of infection.
- To maintain Health and Safety and hygiene arrangements.
- To maintain educational services for as long as possible, but to plan for school closure and also to provide remote learning if practical and possible.
- Ensure that critical suppliers such as caterers, cleaners and security have Pandemic Plans in place and they are ready to implement them.
- Facilitate good health habits in the Schools and at home.
- To provide extra cleansing and protective equipment.
- To recover and return to normal working as soon as possible, and to conduct a post pandemic review to evaluate and improve the plans.

## 4. Monitoring and review

The school's procedures for emergencies will be monitored by the Head and School Principal. A report will

be presented to the Board of Directors on an annual basis and on a termly basis when appropriate.  
This policy will be reviewed by the Head and the Principal every two years or earlier if necessary.

Date of policy: September 2020

Date for next review: September 2022 or sooner if appropriate