



Ochil Tower School

Camphill Community

Recovery and Renewal Plan



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1. Introduction

Organisational Response

I would like to begin by commending our staff across services and senior staff team for responding to the challenges presented by the Covid-19 pandemic in such positive and creative ways to ensure that the needs of our young people and families have continued to be at the centre of what we do. Working closely with our parents, local authorities and other stakeholders, we have succeeded in maintaining services for our young people while keeping them safe and protected. We have continued to follow relevant Scottish Government and Care Inspectorate guidance and advice, placing appropriate measures in place while continuing to provide our young people with the best quality care, support and learning possible.

Although the pandemic has resulted in the tragic circumstances of the loss of many lives, it has given us an opportunity to reflect and take stock of our approaches and services, developing creative and innovative approaches to address the challenges we have been presented with. Our recovery and renewal plan links directly to the Scottish Government's route map and outlines our steps through the four recovery phases. It is important to note that our steps are subject to change in accordance with continuing Scottish Government, Care Inspectorate and Education Scotland advice.

In order to ensure that our young people continue to receive and experience the high quality of Care and Education throughout these challenging times we have continued to focus on the primary needs of our young people:

- creative and flexible approaches
- structure, routine and rhythm
- strong, trusting and secure relationships
- calm, peaceful, structures and therapeutic environment
- practical and meaning full activities which contribute to community life

Maintaining this focus has resulted in our young people to continue to be able to continue to build on their interest and willingness to learning and their resilience, self esteem and coping with change and uncertainty.

In spite of the circumstances, our young people have continued to make positive gains. Staff and volunteers have worked hard to maintain daily routines and continue to provide quality services. We have also successfully retained the Camphill ethos through continuing with our celebrations including the celebration of our 80th birthday. We are producing a film which will provide evidence of our continued creativity and learning activities.

I would like to recognise the value of Camphill Scotland's Covid-19 Support Group which has provided important opportunities for colleagues to share practice, note concerns and keep up-to-date on current issues and developments. Our Board of Trustees has worked alongside the senior team providing advice and guidance throughout our journey.



As we move forward, we have agreed to focus on a number of areas including the following:

- further development of our 24 hour curriculum to support blended learning
- expansion of wider achievement programmes including the introduction of the Duke of Edinburgh Award programme, working in partnership with colleagues in Perth and Kinross Council
- increasing opportunities for young people to learn in the outdoors, supporting the development of their life skills and health and well-being
- creating more opportunities for ICT to support young people's learning and development
- expansion of our volunteering programme

We are aware of the need to keep our parents and stakeholders informed of the steps contained within our plan and will ensure that we continue to have a clear communications strategy in place.

Depending on the on-going situation and the possibility of an increase in the number of Covid cases, we may need to move back into Phase 2 again to protect the health and safety of our young people and staff.

I am grateful for the on-going support of our staff, parents and stakeholders in taking forward our recovery and renewal efforts.

Anne Gibson, Chief Executive Officer (interim)

Response from our education service

During the past few months, I am pleased to report that we have provided all of our young people with individualised and tailored input from our education team, continuing their learning while in school and at home.

We have provided the following for our young people staying at home:

- regular contact between our teachers and parents ensuring the provision of resources and advice to support learning activities
- daily Zoom sessions using face to face teaching of literacy and numeracy
- Zoom or phone sessions to maintain contact and relationships with our young people
- individual Zoom sessions with our Speech and Language Therapist
- Clicker social stories with related board maker symbols about Covid-19, explaining how it affects individuals and the steps organisations have to take to ensure that staff and young people are kept safe and protected
- timetabling and activity symbols helping to create a timetable and routine at home
- variety of learning worksheets and books covering a variety of topics to support individual learning
- SQA and ASDAN coursework supporting ideas, engagement and completion
- provision of I pads and access for parents to download specific apps to support learning at home
- weekly Fairtrade home activities, Eco Bricking instructions, Into Film home activities and links, Free Stories provided by Keith Hegarty
- links to PE and Yoga for young people



We have provided the following for our young people still at school:

- access to all of the above provided by their class teacher and our Speech and Language Therapist
- provision of one teacher and a classroom assistant attached to each of the houses to provide learning activities during the day, working with the house staff team
- organisation by their class teacher of individual work programmes to be completed for SQA and ASDAN courses, maths and literacy
- access to a variety of outdoor learning activities and projects including gardening, PE, juice making, baking and cooking, estates maintenance work, bicycle repair, forest schools, nature trails, cycling proficiency, arts and crafts
- contact with their individual class teacher and in some cases their whole class via zoom or phone calls

These unprecedented times have challenged us to look at new ways of operating and providing learning while ensuring the health and well-being of our pupils. The links between our care and education team have grown stronger and we have discovered new ways of communicating and maintaining contact with each other. As a result of the challenges, we have strengthened our connections with other independent schools. This has resulted in a strong support network and the potential for us to share practice.

We have kept each of our houses in its own bubble with education staff and teachers assigned to each house. This has enabled education to continue while the health and safety of our young people and staff has been maintained.

Furthermore our young people have had the opportunity to gain a host of further skills and experiences in these following areas:

- IT
- outdoor learning and experiences
- expanding relationship building through new teams
- accepting variations of environment, staff and approaches
- flexibility in overall structure of the day
- new ways of communicating from a distance, nurturing relationships from a distance
- following strict, new guidelines
- awareness of hygiene, illness and how to keep safe, awareness of well-being of others
- discovery of vast opportunities for learning and recreation within the walls of OTS.

The integration of our care and education staff has resulted in the expansion of the 24 hour curriculum and ensured that relationships with young people have been sustained.

As we move forward, we will be able to build on this strong base and continue to provide all of our young people with high quality care and education. This will be supported by the further strengthening our 24 hour curriculum which embraces a breadth of learning opportunities

Miriam Puccianti, Head of Education



Response from our care service

The last five months have been challenging and necessitated the need for us to be proactive and creative in finding solutions to continuing to provide our young people with quality care services while keeping everyone safe and protected. I am pleased to say that this has been made possible through the support received from parents, social workers, educational psychologists and others, who are all part of the team who have assisted us in providing and maintaining our services.

Our staff teams in both care and education have been exemplary and are to be commended for their continued support and care of our young people. The staff have shown great resilience, focusing on supporting our young people rather than on the pandemic and the anxieties that it brings for their own families.

During this term we have remained positive and creative to ensure that life at the school has gone on as normal as possible while taking into account all relevant guidance.

We have been fortunate not to have had any positive cases of Covid-19, and have implemented robust protocols to reduce the risk. We introduced “bubbles” within the school where teachers were assigned to an individual house, so avoiding the mixing of young people and staff across households within our community. This has resulted in closer links between our care and education teams, and has further developed the 24 hour curriculum within the residential houses. This will further improve outcomes for our young people as we continue to develop. This integration of both the care and education teams supporting each other as one team have supported and sustained relationships of both staff and the young people during this difficult and challenging period.

Parents, social workers and other stakeholders have been contacted regularly to update them on progress and the steps we have taken to keep our young people safe. Strict protocols have been put in place in regard to the introduction of social bubbles with parents and young people’s return to the school. Most of our young people to go home for the weekend on a fortnightly basis this has supported the mental health and anxieties of the parents and the young people. Strict protocols are in place to ensure the young person’s well being prior to them returning to the school. These protocols included and update from the parents on the weekend and any health concerns, parents only dropping and picking up their young people off in the car park and staff collecting them, parents minimising contact while at home in their communities and the young person having their temperature checked on return to school.

During the last few months, we have sustained our very positive relationships with local authority staff and parents and have managed to retain almost all of our young people in our services. We have been receiving positive confirmation from parents and local authority contacts through our evaluation forms being returned recently.

As we move through the four phases in this plan, we will support the full integration of all our young people back into the school after the summer break. We have to be mindful that if there is a substantial increase of positive cases in Scotland we may have to revert back to the previous phase of the route map which we are prepared for at the school.

I have appreciated the support and understanding we have received from all our parents, carers and stakeholders.

Jim Alexander, Head of Care



2. Our Recovery and Renewal Journey

Our Response During Lock down

Our response during the lock down phase of the pandemic has taken account of the ongoing advice and guidance from the Scottish Government and the Care inspectorate. Our priority has been to maintain our services for young people, support families, and keep everyone as safe and protected as possible. Our Board of Trustees, senior team and staff have worked effectively as a team to address issues positively using a solution focussed approach. We have worked in partnership with parents to ensure that our young people have not been adversely affected during the lock down. We have operated as follows:

- continued our provision for our young people offering a full or reduced range of services dependent on their individual needs and circumstances, to support their care, health, well-being and learning
- our young people have continued to return home at weekends and during holiday periods following their usual arrangements
- infection control has remained a priority for us to reduce risk, keep young people and staff safe and protect others. This has included staff temperature checks, self isolation and testing procedures when necessary; a clear plan for response to any Covid-19 cases; appropriate use of public protection equipment (PPE); effective hand and respiratory hygiene; a surface cleaning and disinfection regime; ensuring that outdoor areas and equipment are subject to infection control procedures
- maintained regular support and supervision for our staff to support their health and well-being
- held more regular Board meetings to share information and provide advice and guidance to the staff team
- gained support from Camphill Scotland through the introduction of organisational Covid-19 support meetings
- made arrangements for remote meetings including young people's planning and review meetings, communication with parents and carers, staff meetings
- conducted risk assessments and support processes for new referrals
- introduced home working for staff where appropriate resulting in increased flexibility and a reduction in risk of infection
- maintained our on-call support system



Our Response to Phase 1

During Phase 1 of our recovery journey, we continued to follow Scottish Government and Care Inspectorate guidance. We continued to provide care, support and education services for our young people through the provision of a full or reduced programme according to their individual needs and in agreement with parents. Our focus was on supporting the health and well being of our young people and staff. We continued with the measures put in place to keep our staff and young people safe and protected. We operated as follows:

- young people continued to return home at weekends and holidays following their usual arrangements
- ensured that clear hygiene related procedures were followed by all staff for the return of young people to the school from home and daily comings and goings of staff. Measures included temperature checks, disinfecting any items, washing any clothing and showering on arrival
- followed our comprehensive policy and clear guidelines to ensure effective hand hygiene, respiratory hygiene and enhanced cleaning regime
- followed our procedures and training for dealing with Covid cases on site for live-in young people and staff
- ensured that staff were equipped with appropriate PPE and advice and support
- updated our contingency and response plans for young people and/or staff who became symptomatic, including Test and Protect procedures in line with national guidance
- reviewed our response to referrals following government guidance to ensure thorough risk assessments and support to young people when arriving and settling in
- kept in touch with our families and young people remotely via video link, phone, text and email
- staff members working from home provided a range of supports virtually to young people at home to help maintain their education plans
- provided staff members with support and supervision
- continued to have regular Board meetings to discuss Covid - 19 related matters
- ensured rigorous infection control systems for outdoor spaces
- delivered on call support to staff by phone with senior staff attending when required



Our Response to Phase 2

We are continuing to follow Scottish Government and Care Inspectorate guidance as we move through Phase 2 of easing restrictions. We have remained open up until the summer break and have been providing full or reduced services for our young people to meet their care, support and education needs. More of our young people who have been staying at home have returned. We have enjoyed having a number of celebrations while keeping physical distancing but giving young people and staff opportunities to interact through singing and activities. Our plan is to have all our young people back in their classes when we return in August where possible and if Scottish Government continues to give advice that it is safe to do so. We are hopeful that our co-workers will come in August and that our staffing levels will not be compromised. We have drawn up plans to take cognisance of a possible peak in Covid-19 cases and a delay in the arrival of our co-workers. During this phase we have been operating as follows:

- our young people have continued going home at weekends and holidays as per usual arrangement
- ensured that clear hygiene related procedures are in place for the return of young people to the school from home and daily comings and goings of all staff including temperature checks, disinfecting any items, washing any clothing and showering on arrival
- continued with our effective hand hygiene, respiratory hygiene and cleaning regime
- continued to follow clear procedures and training for dealing cases on site for young people and staff who live in
- ensured that staff are equipped with appropriate PPE and given relevant advice and support
- updated our contingency and response plans for young people and staff who become symptomatic including Test and Protect procedures in line with national guidance
- reviewed our response in line with Phase 2 to referrals ensuring thorough risk assessment and support to young people when arriving and settling in, during visits into the local community and supporting their transition plans
- continued to keep in touch with families and young people who are at home remotely via video link, phone and text/email.
- staff members working from home have continued to provide a range of support virtually for our young people who require their support and support teachers with reports and education plans and where Public Health advice allows, appropriate risk assessments will be undertaken with any returning staff who require additional measures in place.
- all staff members have continued to receive support from their line manager
- Board meetings are being held as required for Covid-19 management updates
- rigorous infection control systems remain in place for outdoor spaces
- on call support is being delivered by phone with senior staff coming on site if required



Our Response to Phase 3

Following the summer break, we will be in a clearer position to agree plans for this phase, taking cognisance of the latest government and Care Inspectorate guidance. We are currently planning on the basis that we will be returning to full service provision following a period of transition in August / September. We are mindful that we need to be flexible and have the ability to respond effectively to any further waves of Covid-19. We will ensure that the needs of our young people continue to be met as far as possible. Our plans are to operate as follows:

- young people will continue going home at weekends and holidays as usual
- clear hygiene related procedures for the return of young people to the school from home and daily comings and goings from all staff including temperature checks, disinfecting any items, washing any clothing and showering on arrival will continue unless we receive further guidance on this
- effective hand hygiene, respiratory hygiene and strict cleaning regime will continue
- procedures and training for dealing with Covid-19 cases on site will continue
- staff will be equipped with PPE, advice and support as appropriate
- contingency and response plans will be updated in line with national guidance for young people and staff who become symptomatic
- further review in line with Phase 3 guidance will take place on our response to referrals ensuring thorough risk assessments, support to young people when arriving and settling in, during visits in the community and supporting transition plans
- maintain effective communication with parents
- any staff members who need to work from home will provide a range of supports virtually for young people and, following public health advice, appropriate risk assessments will be undertaken with any returning staff who require additional measures
- all staff members will continue to receive support from line managers
- additional Board meetings will be held as necessary for Covid-19 management updates
- rigorous infection control system will remain for outdoor spaces
- on call support will be provided by phone with senior staff coming on site if required



Our response to Phase 4

As we reach the final phase of our recovery and renewal, we are hopeful that Ochil Tower School will continue to offer all services for our young people on a full-time basis. Our learning from recent months will mean the continuation of measures that will protect and keep our staff and young people as safe as possible. We will be putting in place new and creative ways of working that will see the better integration of our care and education services and wider opportunities for our young people. We plan to operate as follows:

- continue measures to keep our staff and young people safe and protected including effective hand and respiratory hygiene and rigorous cleaning
- continue to highlight the importance of infection control in line with public health advice
- follow our procedures for dealing with any cases on site
- continue the use of PPE as appropriate
- update our contingency and response plans for young people and staff and who become symptomatic, including Test and Protect procedures in line with national guidance
- conduct referrals appropriately using risk assessments and provide support to young people when arriving and settling
- staff members who may be working from home will provide a range of support virtually for young people who require their assistance. We will follow public health advice and risk assess any returning staff
- all staff members will continue to receive support from their line managers as appropriate
- scheduled Board meetings will resume with regular and include any Covid-19 management updates in the running agenda
- rigorous infection control systems for outdoor spaces will be maintained
- on call support will be delivered by phone or on-site

Overview

	Lock down	Phase 1	Phase 2	Phase 3	Phase 4
Households	<p>Each house forms an individual school household</p> <p>Physical distancing measures to continue throughout the school between people outwith their school house hold. Physical distancing within households adhered to where possible and appropriate</p>	<p>Each house forms an individual school household</p> <p>Physical distancing measures to continue throughout the school between people outwith their school house hold. Physical distancing within households adhered to where possible and appropriate</p>	<p>Each house forms an individual school household</p> <p>Physical distancing measures to continue throughout the school between people outwith their school house hold. Physical distancing within households adhered to where possible and appropriate</p>	<p>Each house forms an individual school household</p> <p>Physical distancing measures to continue throughout the school between people outwith their school house hold. Physical distancing within households adhered to where possible and appropriate</p>	<p>All young people are expected to be back at Ochil Tower School on a full time basis</p> <p>Physical distancing measures to continue where possible in accordance with updated government advice</p>
Classes	<p>Usual school classes are on hold with house classes created with reduced timetables for our young people</p> <p>Young people staying at home catered for by class teacher through remote contact and provided resources</p>	<p>Usual school classes are on hold with house classes created with reduced timetables for our young people</p> <p>Young people staying at home catered for by class teacher through remote contact and provided resources</p>	<p>Usual school classes are on hold with house classes created with reduced timetables for our young people</p> <p>Young people staying at home catered for by class teacher through remote contact and provided resources</p>	<p>Usual school classes are on hold with house classes created. House classes will be supported by a lead educator along with an assistant to provide a full educational timetable.</p>	<p>All young people are expected to be back at Ochil Tower School on a full time basis</p> <p>All classes will run at usual capacity with full timetable in place</p>
Curriculum	<p>Teacher stays in touch remotely with all pupils in their class and provides work and direction for their pupils</p> <p>Adapted 24 hour curriculum in place with, focus on health and well-being, project based work, completing</p>	<p>Teacher stays in touch remotely with all pupils in their class and provides work and direction for their pupils</p> <p>Adapted 24 hour curriculum in place with, focus on health and well-being, project based work, completing qualifications where possible, keeping</p>	<p>Teacher stays in touch remotely with all pupils in their class and provides work and direction for their pupils</p> <p>Adapted 24 hour curriculum in place with, focus on health and well-being, project based work, completing qualifications where possible, keeping</p>	<p>The full curriculum is resumed within the house classes. Each house class will have access to a classroom outwith the house to facilitate the learning experience.</p> <p>Outdoor Learning opportunities will continue to be provided making best use of our</p>	<p>Although the usual curriculum is resumed, we will continue to implement our plans to extend the 24 hour curriculum including further opportunities for learning in the outdoors and use of ICT.</p>

	<p><i>qualifications where possible, keeping individual tasks for literacy and numeracy going where appropriate</i></p> <p><i>Outdoor Learning opportunities to be the primary choice making best use of our environment</i></p>	<p><i>individual tasks for literacy and numeracy going where appropriate</i></p> <p><i>Outdoor Learning opportunities to be the primary choice making best use of our environment</i></p>	<p><i>individual tasks for literacy and numeracy going where appropriate</i></p> <p><i>Outdoor Learning opportunities to be the primary choice making best use of our environment</i></p>	<p><i>environment</i></p>	
Staffing	<p><i>Each member of staff only working in one school household</i></p> <p><i>Education staff dispersed in the four houses</i></p>	<p><i>Each member of staff only working in one school household</i></p> <p><i>Education staff dispersed in the four houses</i></p>	<p><i>Each member of staff only working in one school household</i></p> <p><i>Education staff dispersed in the four houses</i></p>	<p><i>Each member of staff (including waking night and sessional staff) only working in one school household</i></p> <p><i>Education staff dispersed in the four houses</i></p> <p><i>Senior Management team divided into the 4 households</i></p> <p><i>Only co-workers from the same household are sharing a living space. They can use the hall for meeting up between house groups, at 2m distance</i></p>	<p><i>Staff can work across more than one school household or class</i></p>
Office	<p><i>Only one person to work in each office to ensure physical distancing is followed, no hot desking as per government guidance, no staff other than the one working to enter the office space with</i></p>	<p><i>Two people allowed to work at any one time in the large office/reception area. Otherwise only one person to work in each office to ensure physical distancing is followed, no hot</i></p>	<p><i>Two people allowed to work at any one time in the large office/reception area. Otherwise only one person to work in each office to ensure physical distancing is followed, no hot</i></p>	<p><i>Only those staff working in the offices/reception are permitted to enter. Social distancing to be maintained within offices and reception area as per latest government guidance.</i></p>	<p><i>Office staff to continue physical distancing in line with latest government guidance, hot desking to be avoided where possible. Other staff can enter office space while observing latest</i></p>

	<i>face to face communication and post handed through the office window</i>	<i>desking as per government guidance, no other staff other than the one working to enter the office space with face to face communication and post handed through the office window</i>	<i>desking as per government guidance, no other staff other than the one working to enter the office space with face to face communication and post handed through the office window</i>	<i>No hot desking permitted. Other staff are not permitted to enter the office/reception, all communication to take place through the office window.</i>	<i>government advice on physical distancing</i>
Buildings	<i>Each school household/staff only to access designated buildings, no sharing of any physical buildings between school households or office staff</i>	<i>Each school household/staff only to access designated buildings, no sharing of any physical buildings between school households or office/other staff</i>	<i>Each school household/staff only to access designated buildings, no sharing of any physical buildings between school households or office/other staff</i>	<i>Each school household/staff only to access designated buildings, no sharing of any physical buildings between school households or office/other staff. There may be occasions when staff are required to visit/enter houses or buildings other than those which have been designated to their households. This could be: A member of the care/education team who has been asked to assist in managing an incident, A member of the LMT observing staff practice, Maintenance of the building (e.g. Raymond), Health and Safety (e.g. Graham, LMT), On the request/direction of a member of the LMT</i>	<i>Staff and pupils can access any buildings, following strict hygiene measures and following latest government advice on physical distancing</i>

				Any member of staff entering a house/building out with their bubble must wash and sanitise their hands and wear a face covering before entering.	
External Visitors	<p>No external guests or visitors on campus unless essential for young people's well-being</p> <p>Taxi drivers and parents picking up and dropping off young people to remain in their car</p> <p>Delivery drivers to drop off parcels and post into box provided outside school the hall</p>	<p>No external guests or visitors on campus unless essential for young people's well-being</p> <p>Taxi drivers and parents picking up and dropping off young people to remain in their car</p> <p>Delivery drivers to drop off parcels and post into box provided outside school the hall</p>	<p>Careful assessment, support and guidance will be offered to external guests and visitors to ensure the safety and protection of everyone</p> <p>Taxi drivers and parents picking up and dropping off young people to remain in their car</p> <p>Delivery drivers to drop off parcels and post into box provided outside the hall</p>	<p>Careful assessment, support and guidance will be offered to external guests and visitors to ensure that the safety and protection of everyone</p> <p>Taxi drivers and parents picking up and dropping off young people to remain in their car</p> <p>Delivery drivers to drop off parcels and post into box provided outside the hall</p>	<p>External guests and visitors welcomed with strict hygiene measures in place and following latest government guidance on physical distancing</p> <p>Taxi drivers to remain in their cars when dropping off and picking up</p> <p>Parents can access all areas indoors and outdoors, following strict hygiene measures and latest government guidance on physical distancing</p>
Essential Services	<p>Essential external key workers to be provided with disinfectant and cloth before entering any building and to wipe down any surfaces touched. Physical distancing to be maintained at all times</p>	<p>Essential external key workers to be provided with disinfectant and cloth before entering any building and to wipe down any surfaces touched. Physical distancing to be maintained at all times</p>	<p>Essential external key workers to be provided with disinfectant and cloth before entering any building and to wipe down any surfaces touched. Physical distancing to be maintained at all times</p>	<p>Essential external key workers to be provided with disinfectant and cloth before entering any building and to wipe down any surfaces touched. Physical distancing to be maintained at all times</p>	<p>Essential workers can return following strict hygiene measures in place and latest government guidance on physical distancing</p>
Outdoor Gatherings	<p>Outdoor spaces only to be used by one</p>	<p>Two classes / houses can be in the same</p>	<p>Two classes / houses can be in the same</p>	<p>Opportunity for all classes / houses to be</p>	<p>Outdoor gatherings are resumed with physical</p>

	<i>household at any one time. Any equipment disinfected after use</i>	<i>outdoor space while observing physical distancing and infection control measures</i>	<i>outdoor space while observing physical distancing and infection control measures</i>	<i>in the same outdoor space while observing latest physical distancing and infection control measures. Await government guidance on the number of people allowed to gather at any one time.</i>	<i>distancing measures continuing in line with latest government advice</i>
Indoor Gatherings	<i>No indoor gatherings of any kind permitted</i>	<i>No indoor gatherings of any kind permitted</i>	<i>No indoor gatherings of any kind permitted</i>	<i>No indoor gatherings of any kind permitted</i>	<i>Indoor gatherings are resumed. Physical distancing measures to continue where possible according to updated government advice</i>
Local community	<i>Outdoor activities in alternative locations are restricted. Any activities that do take place are risk assessed and less than 5 miles away from the school. Where possible, the location of these activities should be reached by cycling or walking</i>	<i>Outdoor activities may take place in alternative locations when appropriate but these should be a less than 5 miles away from the school. Where possible, the location of these activities should be reached by cycling or walking</i>	<i>Outdoor activities may take place in alternative locations when appropriate but these should be a less than 5 miles away from the school. Where possible, the location of these activities should be reached by cycling or walking</i>	<i>Young people are encouraged and supported to spend time in and outwith the local area for activities following latest government guidance</i>	<i>Young people are encouraged and supported to spend time in and outwith the local area for activities following latest government guidance</i>
Young peoples meetings	<i>All young people's meetings including young people's planning meetings, reviews and hearings are held remotely</i>	<i>All young people's meetings including young people's planning meetings, reviews and hearings continue to be held remotely</i>	<i>Young people's meetings including young people's planning meetings and reviews can be held face to face with up to four people in the school hall observing physical distancing. or via mixed media attendance</i>	<i>Young people's meetings including young people's planning meetings and reviews can be held face to face with up to four people in the school hall observing physical distancing. or via mixed media attendance</i>	<i>All young people's meetings including young people's planning meetings and reviews, will be held face to face or for valid reasons, via mixed media attendance</i>

				Await government guidance on the number of people allowed to gather at any one time	
Contact with other professionals	<p>No external professional visits on site except in emergency situations</p> <p>Engagement with external professionals and families take place by phone, video link and email</p>	<p>Working in partnership with local authorities, regulatory bodies and Public Health assess safety risks for professionals to visit with physical distancing measures in place. Anticipated that the vast majority of contacts will continue to take place remotely by video link, phone, text and email</p>	<p>Working in partnership with local authorities, regulatory bodies and Public Health assess safety risks for professionals to visit with physical distancing measures in place. Anticipated that the vast majority of contacts will continue to take place remotely by video link, phone, text and email</p>	<p>Working in partnership with local authorities, regulatory bodies and Public Health to ensure all face to face visits of professionals can take place with agreed physical distancing measures in place. It is anticipated that some contact will continue to take place remotely by video link, phone, text and email</p>	<p>Working in partnership with local authorities, regulatory bodies and Public Health to ensure all face to face visits of professionals can take place with continuing physical distancing measures in place following government guidelines</p>
Staff Meetings	<p>All regular meetings facilitated through video link or face to face observing physical distancing ensuring that communication and information sharing is maintained</p>	<p>All regular meetings facilitated through video link or face to face observing physical distancing ensuring that communication and information sharing is maintained</p>	<p>All regular meetings facilitated through video link or face to face observing physical distancing ensuring that communication and information sharing is maintained</p> <p>Meetings with people from more than two different households can be held in the hall maintaining physical distancing. Government guidance on the number of people allowed to gather at any one time will be followed</p>	<p>All regular meetings facilitated through video link or face to face in designated meeting rooms observing physical distancing ensuring that communication and information sharing is maintained</p> <p>Meetings with people from more than two different households can be held in the hall and Lochay's 2nd class room maintaining physical distancing. Government guidance on the number of people allowed to</p>	<p>Regular meetings will be held face to face were possible observing latest government guidance on physical distancing preferably in venues with space</p> <p>Staff and young people from different houses will be able to participate in joint activities while observing latest government guidance</p>

				<i>gather at any one time will be followed</i>	
New Staff Members	<i>Induction for new staff members and meetings to be conducted outdoors observing physical distancing or with their own house group at closer range. Any training conducted via video link, for example, health and safety</i>	<i>Induction for new staff members and meetings to be conducted outdoors observing physical distancing or with their own house group at closer range. Any training conducted via video link, for example, health and safety</i>	<i>Induction for new staff members and meetings to be conducted outdoors observing physical distancing or with their own house group at closer range. Any training conducted via video link, for example, health and safety</i>	<i>Induction for new staff members and meetings can be conducted in the hall at physical distance or with their house group at closer range. Any training conducted in the hall or via video link. New staff will be allocated to only one house for shadow/sessional shifts. Await government guidance for the number of people allowed to meet at any one time inside</i>	<i>Induction for new staff members, meetings and training can be conducted in any larger space at reasonable physical distance or as advised by government</i>
Transport				<p><i>All staff and young people must wash and sanitise their hands before entering any vehicle.</i></p> <p><i>On return to the school the House Co-ordinator (or shift lead) must ensure (whether by themselves or someone else) that the vehicle is properly sanitised and cleaned.</i></p> <p><i>Only 1 house is permitted to use any one vehicle at one time; this means that there can be no mixed</i></p>	

			<p><i>outings between houses (houses must remain in their bubbles).</i></p> <p><i>If a young person or a member of staff is diagnosed with Covid-19 within 72 hours of having used a school vehicle then that vehicle will be out of bounds until it has been thoroughly cleaned.</i></p>	
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3. Conclusion

Although we cannot predict whether there will be another wave of Covid-19 cases in the coming months, as an organisation, we believe that our learning from recent months and the measures we have and will continue to put in place, put us in a position of strength to deal with any challenges that we may be presented with.

We will continue to learn and grow, taking cognisance of what is happening locally and nationally. The last few months have shown the strengths of the organisation and our staff team in responding and working together to deal with emerging challenges on a daily basis. It is evident that the relationships between our staff and young people are strong and have helped us adjust to new ways of working. Our young people have demonstrated amazing resilience and will continue to remain at the centre of all that we do. The spirit of community at Ochil Tower has continued in spite of the circumstances as we have continued to have our celebrations including marking our 80 years anniversary, St John's Day and the end of our summer term.

We are looking forward to all of our young people and staff returning in August. We give our commitment to continuing to protect and keep them safe. We will all stay alert to the emerging picture and take the actions necessary to respond to any future developments.

Jason Glass

Chair, Board of Trustees

August 2020

4. Sources of Covid-19 pandemic information

Health Protection Scotland https://hpspubsrepo.blob.core.windows.net/hps-website/nss/2999/documents/1_covid-19-compendium.pdf

NHS inform <https://www.nhsinform.scot/>

Care Inspectorate <https://www.careinspectorate.com/index.php/coronavirus-professionals>

SSSC <https://www.sssc.uk.com/covid-19/>

Education Scotland - through Link Inspector <https://education.gov.scot/>

SCIS <http://www.scis.org.uk/about-scis/coronavirus-covid-19-guidance-for-schools/>

CYPCS <https://cypcs.org.uk/coronavirus/>

P&K Council - <https://www.pkc.gov.uk/coronavirus/schools>

LOCAL NHS HUB for staff testing and PPE

Camphill Scotland <https://www.camphillscotland.org.uk/members-area/> (weekly Covid-19 meetings)

St Margarets Health Centre Auchterarder - Dr. Dickson