

Covid-19 Policy

A highly contagious respiratory disease caused by the SARS-CoV-2 virus. SARS-CoV-2 is thought to spread from person to person through droplets released when an infected person coughs, sneezes, or talks. It may also be spread by touching a surface with the virus on it and then touching one's mouth, nose, or eyes. The most common signs and symptoms of COVID-19 are fever, cough, and trouble breathing. Muscle pain, chills, headache, sore throat, and a loss of taste or smell may also occur. The signs and symptoms usually appear 2 to 14 days after exposure to the SARS-CoV-2 virus. Some people may not have any symptoms but are still able to spread the virus. Most people with COVID-19 recover without needing special treatment. But other people are at higher risk of serious illness. Those at higher risk include older adults and people with serious medical problems, such as heart or lung disease, diabetes, cancer, or a weak immune system. Serious illness may include life-threatening pneumonia and organ failure. Research is being done to treat COVID-19 and to prevent infection with SARS-CoV-2. Also called coronavirus disease 19.

Staff, children and parents are asked not to attend the setting when they have symptoms of COVID-19 or have tested positive and asked to follow government guidance. A quick guide is included with this policy.

Staff and children will only be asked to leave the premises if they develop COVID-19 symptoms while at Pathways or if told to do so by the health protection team or NHS Test and Trace.

Yes, employees will be entitled to the employer's usual sick leave and pay provisions, including SSP. Even if the employee only has mild symptoms, under government guidance they must self-isolate for ten days at home and are entitled to SSP.

Yes, if the employee has symptoms which mean they are too unwell to come to work they will be entitled to the employer's usual sick leave and pay provisions, including SSP.

The Statutory Sick Pay (Coronavirus) (Suspension of Waiting Days and General Amendment) Regulations 2020 have removed the three-day waiting period for payment of SSP for employees whose period of incapacity for work is related to Covid-19 (backdated to 13 March).

Staff and children who display symptoms will be asked to get a test and provide Pathways with the outcome of this.

We discourage staff from taking foreign holidays at the moment and to always check the government website for up-to-date guidance on quarantine from different countries. We ask that you understand the implications of any quarantine when you return and the financial problems that could occur from this (unpaid leave).

All staff are given the COVID-19 plan and further information can be found in the COVID-19 folder.