Dear \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

I am writing to express my concerns surrounding ‘bubbles’ within the school. I have been asked to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and I believe this puts me, other staff members and children at risk.

Under the Health and Safety at Work Act 1974, you must do everything reasonably possible to protect your staff, risk assess every role and once risks have been identified, put in as effective protection as possible. The introduction of ‘bubbles’ is central to the Governments Guidance for the wider reopening of schools. The purpose of bubbles is to ensure there is no interaction between different groups of staff and children and it is this establishment of bubbles which would be key in the management of any cases of a positive test for COVID-19, as it would allow for the isolation of a bubble rather than the whole schools setting. By requiring staff to work in more than one bubble, you are showing disregard for the clear protective measure designed to help reduce the potential transmission of COVID-19 by keeping the same children and staff together. By asking me to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, you are not respecting the integrity of the ‘bubble’ and if someone did develop Coronavirus, more people than necessary would have been exposed.

I have had to accept and acknowledge that social distancing was not always going to be possible in my role but this does not mean I will just accept being put at unnecessary risk. Fundamental to reducing the transmission risk to me and others, is ensuring children, young people and staff only mix in a small, consistent group and that small group stays away from other people and groups.

I have made my union, GMB, aware of my concerns and they will also be writing to you. Like so many colleagues, I had concerns about returning to work but thought that the measures which should be in place would minimise risk to me. By not following the guidance I believe you are placing me at risk and I would like you to reconsider what you are asking and expecting of me. GMB has informed me of my right to be safe at work and made me aware of Section 44 of the Employment Rights Act 1996 and my right to step away from a job that puts me at "serious and imminent danger". I hope you will address this as a matter of urgency

Yours