

Coronavirus FAQs  
23 March 2020

The logo for 'rradar' is a red circle containing the word 'rradar' in white lowercase letters.

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In view of the outbreak of coronavirus across the world and in the UK, it is important for employers to carefully consider what they can do to protect their business and their employees from virus epidemics or pandemics, especially if the threat escalates.

Please note that the advice on coronavirus is being reviewed daily. We will continue to closely monitor government updates and, when legal changes happen, we will update this page.

### Latest updates and guidelines announced by Government

- For the latest information regarding school closures and guidance for key workers and vulnerable children please see our summary [HERE](#) or get more details from the [Government website](#).
- [Online isolation notes](#) have been launched, providing proof of coronavirus absence from work.
- A summary of the employer financial packages announced by the Chancellor can be found [HERE](#) or by visiting the [Government website](#)

## Coronavirus FAQs

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### How do I provide proof of coronavirus absence from work?

People unable to work for more than seven days because of coronavirus (COVID-19) can obtain an isolation note through [a new NHS online service](#). The notes can be accessed through the NHS website and NHS 111 online. After answering a few questions, an isolation note will be emailed to the user. If the user does not have an email address, they can have the note sent to a trusted family member or friend, or directly to their employer. The service can also be used to generate an isolation note on behalf of someone else.

### What steps should I take now in response to the COVID-19?

It is strongly advised that employers introduce new safety rules at work consistent with any guidance issued by Public Health England (PHE) and the government that affects the workplace or employment relationships. In particular putting in place a flu pandemic or infectious diseases contingency plan that addresses business continuity in the event that the situation worsens and develops especially in light of the social distancing measures recently announced by the government.

Where you have an attendance management policy consider whether to specify that a period of absence caused by COVID-19 infection or self-isolation in accordance with PHE guidance will not be taken into account in deciding whether the thresholds at which management action is taken have been reached. This will be especially relevant in the case of a disabled employee who has a compromised immune system or is at higher risk of contracting severe COVID-19.

Provide tissues at each workstation and place hand sanitizers at several locations around the workplace, such as by printers or in communal areas like kitchens, canteens and toilets.

In light of the new government guidance around social distancing, where possible invoke or implement a 'home working' policy.

Ultimately as an employer you need to be mindful of your statutory and common law obligations to protect the health and safety of your workforce, as well as the obligation to maintain mutual trust and confidence. This is because an employee may resign and claim constructive dismissal where they consider their employer has not taken reasonable steps to ensure their safety, for example, by failing to introduce or monitor appropriate hygiene standards in the workplace or failing to prevent a person who should be self-isolating to attend work or implementing homeworking when it is reasonable to do so.

Employers should also note the recent government announcement which encourages employees to work from home, if at all possible.

### **What do I pay someone who is off sick with coronavirus?**

If an employee is off sick with coronavirus, you will need to pay them what they would usually get paid if they were off sick with anything else. This may be Statutory Sick Pay (SSP) or company sick pay, if they are entitled to it. There are no waiting days if an employee is being paid SSP in relation to coronavirus.

### **Do I need to pay someone if they are self-isolating and they have chosen to do this, without being ill themselves?**

This position has developed since the initial outbreak of the virus. The government states that an employee or worker should receive any SSP due to them if they need to self-isolate because they:

- have coronavirus
- have a high temperature or new continuous cough
- reside with other people who have symptoms of the virus (usually 14 days of self-isolation from the day the first person in their home got symptoms)
- have travelled to an affected 'high risk' area abroad

Whilst the minimum pay is SSP, there is nothing wrong with an employer paying more than SSP, certainly if it is the case where contractual sick pay applies.

Alternatively, it may be the case that the employee says that although they need to self-isolate, they feel well enough to do some work from home. If you are satisfied that the employee is well enough to work from home during a period of self-isolation then they should be paid their normal pay rather than SSP, however this position should be kept under constant review, as the employee's health may deteriorate.

You also need to ensure that you do not put yourself in a situation where an employee argues that they felt that they had no choice but to work during a period of self-isolation.

As an employer you must also be mindful of the government guidance around 'social distancing and 'shielding'.

This is where employees who fall into a certain group are at an increased risk of getting coronavirus and therefore are strongly advised by the Government to stay at home and isolate themselves even though they themselves are not ill.

In such situations, if those who fall into the social distancing and shielding category are able to work from home, they should be paid their normal pay. However, if they are unable to work from home, they should be paid SSP or company sick pay, depending on what it states in their contract.

Although, things will be different if after further investigation you do not accept the employee's reason for self-isolating, especially where they confirm that they have no symptoms and have not been in contact with anyone who has symptoms of the virus or who has been confirmed to have the virus, or that they have not returned from an 'at risk' country.

In such instances, an employee should attend work as normal and, if they choose not to do so, this could be deemed as unauthorised absence or a conduct issue depending on the contents of your disciplinary policy.

### **Do I need to pay someone if they are being asked to isolate themselves by a medical professional?**

If an employee needs to self-isolate on the advice of a medical professional, they will be entitled to sick pay from day one. This includes people who may be a carrier of the virus and have no symptoms and also applies to those who reside with other people who have symptoms of the virus.

On 13th March 2020, new regulations came into force amending who is to be covered when it comes to persons deemed 'incapable for work' for the purposes of sick pay entitlement.

Under the Statutory Sick Pay (General) (Coronavirus Amendment) Regulations 2020, for the purposes of sick pay entitlement, someone who is isolating themselves from other people in order to prevent infection or contamination with coronavirus disease will also be deemed to be 'incapable of work' and therefore entitled to SSP or contractual sick pay depending on the policy used by employers.

The key thing is to ensure that there is open and constant communication with your employees and workers around self-isolation so that you can have a clear understanding of their health status and condition. The normal rules on seven-day self-certification still apply and anything beyond this point should be evidenced where possible by isolation notes.

Although an employee may deem it necessary to self-isolate, they may argue that they are well enough to work from home. If you are satisfied that they are well enough to work from home and they do so, they should be paid their normal pay. Please note though that this situation should be closely monitored, especially where the employee's health deteriorates.

An employee has told us that someone in their house is showing symptoms of COVID-19, do we have to allow that person to self-isolate even though they themselves have shown no symptoms?

The advice from the government at this time is that if an employee lives with a person who has symptoms of the virus, then all household members must stay at home and not leave the house for 14 days. The 14-day period starts from the day when the first person in the house became ill.

The government advice states that it is likely that people living within a household will infect each other or be infected already therefore staying at home for 14 days will greatly reduce the overall amount of infection the household could pass on to others in the community.

### **If someone is self-isolating because someone in their house is showing symptoms of COVID-19, are they entitled to sick pay?**

Any employee who self isolates either because they are showing symptoms, or because they are living in the same house as someone who is showing symptoms, will be entitled to their normal sickness payment under their contract of employment.

Employees absent due to COVID-19, either because they have the virus or are self-isolating because they have symptoms of the virus or they are self-isolating for 14 days because someone in their household has symptoms of the virus, are now entitled to sick pay from day one of their absence.

### **Do the waiting days for SSP in cases of coronavirus apply?**

No. It was announced on the 4th March 2020 that SSP will apply from day one of sickness for cases involving coronavirus. Therefore, the usual three SSP waiting days will not apply.

What do I pay someone if I send them home because I feel it is too risky for them to be in work, for example, because they are a returning traveller from a high risk area?

In these circumstances, you would need to pay the employee full pay as this would be deemed a medical suspension, this is because you are deciding to temporarily suspend an employee for medically related reasons to protect other staff which would apply in the situation of coronavirus.

If the employee was then to become sick with the virus, their sickness entitlement would then apply whether this is SSP or contractual sick pay, so the employee would move from full pay to SSP or contractual sick pay.

### **What if I need to cut my employees' hours down quickly, to take into account loss of business because of the virus?**

You could take advantage of any lay-off or short-time working clauses in your contracts. However, if this is not possible, please call our radarstation team on **0800 955 6111**, during our opening hours of 8 am to 6 pm, Monday to Friday, and our team will be able to advise you around the specific facts pertaining to your individual situation.

### **Can we implement lay-off's or short-term working if we do not have any clause in the employees contract permitting this?**

In the event that you do not have a clause in your employees contracts of employment for short-time working or lay-off, in order to implement those measures you would first need to seek the employees express written agreement to put that clause into their contract of employment.

To do so would mean taking the employees through a variation of terms and conditions process and consulting with them one to one to explain why you wish to implement this into their contracts and the benefits to them, which could include the potential avoidance of a future redundancy situation.

In order to implement this change to their contracts the employees do need to expressly consent to this willingly, in writing.

After the employee has consented to this change you can issue them a contract amendum letter outlining what the wording shall be for this new lay-off or short-term working clauses which they have agreed to, and from what date those clauses become effective from. Once the employee has consented, it is possible for the clause to be implemented there and then if you wish.

In the event any employees refuse to accept the change you have proposed, then those employees shall stay on their current contractual terms and conditions. Those employees shall not be able to be laid off or put on short time working, however it may be that you decided that these staff should be 'furloughed' under the Coronavirus Job Retention Scheme created by the government.

See above guidance or call our radarstation team on **0800 955 6111**, during our opening hours of 8 am to 6 pm, Monday to Friday, and our team will be able to advise you around the specific facts pertaining to your individual situation.

### **What if an employee is refusing to come in to work out of fear of contracting the virus?**

All employees who are well will be expected to attend work unless they:

- have coronavirus
- have a high temperature or new continuous cough
- reside with other people who have symptoms of the virus (usually 14 days of self-isolation from the day the first person in their home had symptoms)
- have travelled to an affected 'high risk' area abroad

Employers have a duty to ensure the health, safety and welfare of their staff and so, in light of the most recent government announcement, they should consider allowing employees to work from home, wherever this is possible.

If you are satisfied after further discussion with the employee, that none of the above bullet points apply and home working is not possible, where an employee is refusing to come in to work you should hold a discussion with the member of staff in order to understand their concerns.

If those concerns appear genuine, consideration should be given as to how the staff member can be best supported such as by considering a period of annual leave or unpaid leave. You should note that:

- There is no obligation on the employer to offer employees a period of unpaid leave in these circumstances.
- Employers can allow employees to submit annual leave, however this can be refused if not operationally feasible.
- The disciplinary procedure can be followed if any staff member refuses to attend work, without good reason.

### **What should I do if my staff are unable to come to work because their childcare has been disrupted or because they need to care for unwell dependants?**

Section 57A Employment Rights Act 1996 gives employees the right to take time off work to help someone who depends on them, known as a 'dependant', where there has been an unexpected disruption to the arrangements to care for the dependant, an incident at school, or where the dependant is ill, this would therefore apply to situations to do with coronavirus.

For example, if they have children they need to look after or arrange childcare for because their school has closed due to a coronavirus outbreak or to help their child or another dependant if they are sick, or need to go into isolation or hospital because of the coronavirus.

If an employee wants to use this right they must inform their employer as soon as possible of the reasons for their absence and the length of time they anticipate they will be off for. Usually though such leave entitlement is only expected for short periods of time.

There is no right to be paid for such time off but the contract of employment or employee handbook may state otherwise, for example the employer may decide at their own discretion to pay in such circumstances.

### **An employee has told us someone in their house is a vulnerable person. No-one in their household is showing symptoms of COVID-19, but the employee has asked to work from home as a precaution. Do we have to allow this?**

In light of the Government guidance on social distancing and 'shielding' as an employer you need to have a more in-depth discussion with your employee in order to get a better

understanding of their specific situation. If your business is equipped to enable employees to work from home and you accept the employee's concerns around the need to social distance in order to protect a vulnerable person, it would be reasonable to accommodate their request.

In the event your business cannot accommodate working from home and you have assessed that there are no risks to the individual in the normal place of work, you are under no obligation to permit the employee to work from home/stay at home.

Nevertheless we would still advise that you look at any other ways you can support the employee to limit any potential contraction of COVID-19 in the workplace.

In the event the employee or anyone in their household does start to show symptoms of COVID-19, then the employee and their whole household will need to go into self-isolation as per government guidelines and at that time they would be deemed to be absent from work and their normal sick pay rules may apply.

### **What should I do if my staff member is refusing to go on a business trip?**

Whilst you may be reluctant as an employer to cancel important business engagements, the Foreign and Commonwealth Office (FCO) has advised British people against all non-essential travel worldwide, with immediate effect. Employers are also encouraged by the government to allow employees to work from home, if at all possible.

Employers have a duty to ensure the health, safety and welfare of all staff and so cannot insist an employee attends a business trip abroad. It is important to note that there have also been a number of international border closures and other restrictions imposed.

Employers should consider that it is not unreasonable to consider and agree to alternatives such as postponing the trip, conducting the engagement via phone, Skype or video link or relocating to a different meeting venue.

### **Will I need to close my workplace if a member of staff has or is suspected of having coronavirus?**

According to Public Health England (PHE) guidance, the workplace will not necessarily have to close, it will be for an employer to contact their local PHE Health Protection Team to:

- discuss the case
- identify people who have been in contact with the affected person
- carry out a risk assessment
- advise on any actions or precautions to take

A risk assessment of each setting will be undertaken by the Health Protection Team with the lead responsible person. Advice on the management of staff and members of the public will be based on this assessment.

The Health Protection Team will also be in contact with the case directly to advise on isolation and identifying other contacts and will be in touch with any contacts of the case to provide them with appropriate advice. Advice on cleaning of communal areas such as offices or toilets will also be given by the Health Protection Team.

### **What happens if our business is facing an insolvency or redundancy situation because of COVID-19?**

In the event that you believe your organisation may be approaching a redundancy or insolvency situation due to the impact of COVID-19 on your organisation, you may be in a position to access the Coronavirus Job Retention Scheme set up by the Government.

Please see above for more information or call our radarstation team on **0800 955 6111**, during our opening hours of 8 am to 6 pm, Monday to Friday, and our team will be able to advise you around the specific facts pertaining to your individual situation.

### **I have an employee that is self-isolating because one of their children has symptoms of COVID-19. What should happen if anyone else in their household then starts with symptoms too after the 14-day isolation period has begun?**

If an employee lives with someone who has symptoms, they will need to stay at home for 14 calendar days from the first day that person's symptoms started. This is because it can take 14 calendar days for symptoms to appear. If more than one person at home has symptoms, the employee will need to stay at home for 14 calendar days from the day that the first person in the home started having symptoms.

If the employee themselves then get symptoms, they must stay at home for seven calendar days from when their own symptoms started, even if it means they are at home for longer than 14 days.

If the employee does not get any symptoms, despite other people in their home having symptoms, they can stop self-isolating at home after 14 calendar days.

### **What leave are employees entitled to who have to take time off with their children now schools are shut, despite the children and the employee having no COVID-19 symptoms?**

The employee should be offered the following options, where eligible and where business needs can permit this:

#### **Working from home**

Where businesses can allow this and it is appropriate to ask the employee to do so. You should bear in mind that, although the facilities may be available for the employee to work from home, the employee may need to care for younger children and so home working may not be a possibility.

## Emergency dependant leave

This is usually unpaid, unless your company policy states otherwise.

## Unpaid parental leave

### Annual leave

If, during their time off with the children, anyone in the employee's home develops symptoms of COVID-19 they will need to go into isolation, as per government guidelines. The employee will then be deemed off sick and so the same rules around SSP or company sick pay, where applicable, will apply as normal.

### What are the rules for unpaid parental leave and which parent has to be off with the children?

Any person with parental or legal guardianship responsibility for a child under 18 years old is eligible for parental leave. This could include both parents or guardians if they have joint custody of the child or children.

Parental leave is unpaid and the employee is entitled to 18 weeks' leave at four weeks per year, per child and adopted child, up to that child's 18th birthday. It is important to note that the leave must be taken as whole weeks, rather than individual days unless the child is disabled.

### I understand that the Government will be reimbursing companies paying SSP where the number of staff are below 250. We have more than 250 staff - does this mean that we have to pay this cost?

There has been no additional guidance on this for now from the government. The current guidelines state that, for businesses under 250, the government will pay SSP for first 14 days for any COVID-19 related absences.

For those with over 250 staff, currently we can only assume because we have had no other confirmation from the government that the business would still be responsible to pay the SSP for their employees.

### What happens if an employee does not qualify for SSP due to their earnings?

If the employee does not qualify for SSP due to their earnings, they cannot have SSP as per normal rules. However, if their contract allows them to have company contractual sick pay that should still be paid. The employee should be encouraged to consult with the benefits agency to see if they have any entitlements.

## Coronavirus FAQs and Data Protection

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The Information Commissioner's Office (ICO) recognises the unprecedented challenges that everyone is facing during the Coronavirus (COVID-19) pandemic, especially with organisations needing to share information quickly or adapting the way they work.

The ICO have prepared some answers to the questions some common queries in relation to data protection during this time.

**Q: During the pandemic, we are worried that our data protection practices might not meet our usual standard or our response to information rights requests will be longer. Will the ICO take regulatory action against us?**

No. The ICO understand that resources, whether they are finances or people, might be diverted away from usual compliance or information governance work. The ICO will not penalise organisations that they know need to prioritise other areas or adapt their usual approach during this extraordinary period.

The ICO cannot extend statutory timescales, but the ICO will tell people through the ICO's own communications channels that they may experience understandable delays when making information rights requests during the pandemic.

**Q: As a healthcare organisation, can we contact individuals in relation to COVID-19 without having prior consent?**

Data protection and electronic communication laws do not stop Government, the NHS or any other health professionals from sending public health messages to people, either by phone, text or email as these messages are not direct marketing. Nor does it stop you using the latest technology to facilitate safe and speedy consultations and diagnoses.

Public bodies may require additional collection and sharing of personal data to protect against serious threats to public health.

More of our staff will be homeworking during the pandemic. What kind of security measures should my organisation have in place for homeworking during this period?

Data protection is not a barrier to increased and different types of homeworking. During the pandemic, staff may work from home more frequently than usual and they can use their own device or communications equipment.

Data protection law does not prevent that, but you will need to consider the same kinds of security measures for homeworking that you would use in normal circumstances.

**Q: Can I tell my staff that a colleague may have potentially contracted COVID-19?**

Yes. You should keep staff informed about cases in your organisation. Remember, you probably do not need to name individuals and you should not provide more information than necessary. You have an obligation to ensure the health and safety of your employees, as well as a duty of care. Data protection does not prevent you doing this.

**Q: Can I collect health data in relation to COVID-19 about employees or from visitors to my organisation? What about health information ahead of a conference, or an event?**

You have an obligation to protect your employees' health, but that does not necessarily mean you need to gather lots of information about them. It is reasonable to ask people to tell you if they have visited a particular country or are experiencing COVID-19 symptoms.

You could ask visitors to consider government advice before they decide to come. Further, you could advise staff to call 111 if they are experiencing symptoms or have visited particular countries. This approach should help you to minimise the information you need to collect.

If that is not enough and you still need to collect specific health data, do not collect more than you need and ensure that any information collected is treated with the appropriate safeguards.

**Q: Can I share employees' health information to authorities for public health purposes?**

Yes. It is unlikely your organisation will have to share information with authorities about specific individuals, but if it is necessary then data protection law will not stop you from doing so.

More information from the ICO is available [HERE](#).

**Keeping up to date:**

With the rapidly changing nature of the COVID-19 outbreak, information and advice from Government can change quickly.

For all the latest Government information on COVID-19 and the measures the Government, and Devolved Governments, are taking, please visit the [UK Government website](#), the [Scottish Government website](#), the [Welsh Government website](#) or the [Northern Irish Government website](#).

## Reducing the Financial Risks of Disruption from Coronavirus

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The Chancellor has set out a package of temporary, timely and targeted measures to support public services, people and businesses through this period of disruption caused by COVID-19.

This includes a package of measures to support businesses including:

- a Coronavirus Job Retention Scheme
- deferring VAT and Income Tax payments
- a Statutory Sick Pay relief package for SMEs
- a 12-month business rates holiday for all retail, hospitality, leisure and nursery businesses in England
- small business grant funding of £10,000 for all business in receipt of small business rate relief or rural rate relief
- grant funding of £25,000 for retail, hospitality and leisure businesses with property with a rateable value between £15,000 and £51,000
- the Coronavirus Business Interruption Loan Scheme offering loans of up to £5 million for SMEs through the British Business Bank
- a new lending facility from the Bank of England to help support liquidity among larger firms, helping them bridge coronavirus disruption to their cash flows through loans
- the HMRC Time To Pay Scheme

More information can be found on the Government websites:

- [Support for businesses through the Coronavirus Job Retention Scheme](#)
- [Support for businesses through deferring VAT and Income Tax payments](#)
- [Support for businesses who are paying sick pay to employees](#)
- [Support for retail, hospitality and leisure businesses that pay business rates](#)
- [Support for nursery businesses that pay business rates](#)
- [Support for businesses that pay little or no business rates](#)
- [Support for businesses through the Coronavirus Business Interruption Loan Scheme](#)
- [Support for larger firms through the COVID-19 Corporate Financing Facility](#)
- [Support for businesses paying tax: Time to Pay service](#)
- [Insurance](#)

The Treasury Committee has issued a call for evidence on the Government's coronavirus financial package. The Committee is seeking a range of views from stakeholders on whether the Government's response to the coronavirus is sufficient, and to suggest areas where more support is needed.

The Committee is planning to continue holding evidence sessions on the economic impact of coronavirus. The next oral evidence session for this inquiry is currently scheduled for Wednesday 25 March 2020.

# Government Guidance on Key Workers and Vulnerable Children in Education During Coronavirus

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The Government has set out that it is important to underline that schools, colleges and other educational establishments remain safe places for children. The fewer children making the journey to school, and the fewer children in educational settings, the lower the risk that the virus can spread and infect vulnerable individuals in wider society.

Schools are therefore being asked to continue to provide care for a limited number of children who are vulnerable and children whose parents are critical to the COVID-19 response and cannot be safely cared for at home. Vulnerable children include children who are supported by social care, those with safeguarding and welfare needs, including child in need plans, on child protection plans, 'looked after' children, young carers, disabled children and those with Education, Health and Care (EHC) plans.

Parents whose work is critical to the COVID-19 response include those who work in health and social care and in other key sectors outlined below. Many parents working in these sectors may be able to ensure their child is kept at home. And every child who can be safely cared for at home should be.

**Please, therefore, follow these key principles:**

- If it is at all possible for children to be at home, then they should be.
- If a child needs specialist support, is vulnerable or has a parent who is a critical worker, then educational provision will be available for them.
- Parents should not rely for childcare upon those who are advised to be in the stringent social distancing category such as grandparents, friends, or family members with underlying conditions.
- Parents should also do everything they can to ensure children are not mixing socially in a way which can continue to spread the virus. They should observe the same social distancing principles as adults.
- Residential special schools, boarding schools and special settings continue to care for children wherever possible.

If your work is critical to the COVID-19 response, or you work in one of the critical sectors listed below, and you cannot keep your child safe at home then your children will be prioritised for education provision:

## Health and social care

This includes but is not limited to:

- doctors
- nurses

- midwives
- paramedics
- social workers
- care workers
- other front line health and social care staff including:
- volunteers;
- the support and specialist staff required to maintain the UK's health and social care sector; and
- those working as part of the health and social care supply chain, including producers and distributors of medicines and medical and personal protective equipment.

**Education and childcare** This includes nursery and teaching staff, social workers and those specialist education professionals who must remain active during the COVID-19 response to deliver this approach.

**Key public services** This includes those essential to the running of the justice system, religious staff, charities and workers delivering key front-line services, those responsible for the management of the deceased, and journalists and broadcasters who are providing public service broadcasting.

**Local and national government** This only includes those administrative occupations essential to the effective delivery of the COVID-19 response or delivering essential public services such as the payment of benefits, including in government agencies and arms length bodies.

**Food and other necessary goods** This includes those involved in food production, processing, distribution, sale and delivery as well as those essential to the provision of other key goods, such as hygienic and veterinary medicines.

## Public safety and national security

This includes:

- Police and support staff
- Ministry of Defence civilians
- contractor and armed forces personnel who are critical to the delivery of key defence and national security outputs and essential to the response to the COVID-19 pandemic
- fire and rescue service employees including support staff
- National Crime Agency staff
- those maintaining border security
- prison and probation staff
- other national security roles, including those overseas

## Transport

This includes those who will keep the air, water, road and rail passenger and freight transport modes operating during the COVID-19 response, including those working on transport systems through which supply chains pass.

## Utilities, communication and financial services

This includes staff needed for:

- essential financial services provision including but not limited to workers in banks, building societies and financial market infrastructure
- the oil, gas, electricity and water sectors, including sewerage
- information technology and data infrastructure sector
- primary industry supplies to continue during the COVID-19 response, as well as key staff
- the civil sector
- nuclear sector
- chemicals sector
- telecommunications including but not limited to network operations, field engineering, call centre staff, IT and data infrastructure, 999 and 111 critical services
- postal services and delivery
- payments providers
- waste disposal sectors

The Government has asked, if workers think they fall within the critical categories above they should confirm with their employer that, based on their business continuity arrangements, their specific role is necessary for the continuation of this essential public service.

If the school that your child or children attend is closed then you are asked to contact your local authority, who will seek to redirect you to a local school in your area that your child, or children, can attend.