# Updated Risk Assessments to minimise the risk of being exposed to Covid-19

The process involved consultation with all school staff.

## Methodology used for hazard identification and control

In line with the requirements of Safety, Health and Welfare at Work Act 2005 (section 19) it is the policy of the BoM in Nicker NS to address significant hazards and risks in the workplace, to access the risks to safety, health and welfare and to control these risks as far as is reasonably practicable.

The Board is committed to the ongoing identification of hazards, the assessment of the appropriate risks and the introduction of controls to deal with them. In addition, staff are involved and participate in safety, health and welfare issues within the school and are encouraged to identify and report any potential hazards that may exist and to ensure that a risk assessment is carried out.

This revised Risk Assessment includes all relevant updates and necessary control measures to minimise the risk of staff and others being exposed to Covid-19 and these will be incorporated into the Safety Statement for Nicker NS in line with requirements of section 20 of the 2005 Act.

It is envisaged that additional reviews will be undertaken on a regular basis and in line with Government and public health advice to ensure that all information remains accurate, that controls are appropriate and where necessary risks are reassessed.

A hazard is anything with the potential to cause harm to the safety, health or welfare of staff, students, visitors and contractors – a wet or slippery floor, an unguarded machine, stressful work, a blocked entrance, hazardous chemicals etc. Hazards may be classified as physical, chemical, biological, environmental or human.

A **risk** is the likelihood that someone will be harmed by a hazard and the severity of that harm.

#### **Control measures:**

A control measure is an applied measure that reduces the level of risk. Control measures can be applied at the planning stage, can comprise physical measures, can be management issues and can include training. Good control measures will require a combination of some or all of these.

### **Control measure principles:**

Schedule 3 of the Safety, Health and Welfare at Work Act 2005 lists the Principles of Prevention and the Board of Management undertakes to apply these principles (where practicable) in dealing with all risks within the school:

- Avoidance of risks
- Evaluation of unavoidable risks
- Combating of risks at source
- Adaptation of work to the individual
- Adaptation of workplace to technical progress
- Replacement of dangerous articles, substances or systems of work by safe or less dangerous articles, substances or systems of work
- Priority to collective protective measures over individual protective measures
- Development of an adequate prevention policy which takes account of technology, organisation of work, working conditions, social factors and the influence of factors relating to the working environment
- Appropriate training and instructions to employees.

Who may be affected?	Identified Risks	Risk Communication, Education and Training  Controls	Risk Rating with controls	Action implementation
Staff	<ul> <li>60 years of age and over</li> <li>have long-term medical conditions – i.e. heart disease, lung disease, high blood pressure, diabetes or cancer</li> <li>pregnant women</li> </ul>	The Board of Management will develop a response plan for the prevention and mitigation of Covid-19 following a risk assessment of the school facility. This plan will highlight the measures necessary to protect the health and safety of staff in re-opening and modifying the work arrangements within the school.  The staff representative(s) will be properly consulted when developing and implementing the action plan for the prevention and mitigation of Covid-19 within the school and all staff will be informed about the measures being introduced, using specific risk communication and staff engagement approaches.  The Board of Management will:  ✓ Ensure that all staff receive necessary training prior to returning to work ✓ Provide posters, information and electronic message boards to increase awareness of Covid-19 among staff and pupils ✓ Promote safe individual practices within the school campus ✓ Engage with staff in providing feedback on the preventive measures and their effectiveness ✓ Provide regular information about the risk of Covid-19 using official sources, such as government agencies (HSE, HSA, etc.) and the World Health Organisation	Low	Board of Management Principal Staff
		<ul> <li>✓ Emphasise the effectiveness of adopting protective measures especially good personal hygiene</li> <li>✓ Provide specific training in the proper use of PPE for staff, where required</li> </ul>		

Who may be affected?	Identified Risks	Hygiene  Controls	Risk Rating with controls	Action implementation
All staff Pupils Visitors Contractors Public	cough, not just a dry cough	<ul> <li>✓ Wash their hands properly and often. Hands should be washed:</li> <li>○ After coughing or sneezing</li> <li>○ Before and after eating or preparing food</li> <li>○ Before and after using protective gloves</li> <li>○ Before and after being on public transport</li> </ul>	Requires monitoring	Board of Managemen Principal Staff Visitors

Who may be affected? Identi	tified Risks	Hygiene  Controls	Risk Rating with controls	Action implementation
Contractors Public  of complications coronavirus are:  of 0 years of age have long-term i.e. heart disease blood pressure, d pregnant wome  Known effects of A fever (high degrees Celsius o A cough - this cough, not just a Shortness of difficulties Loss of sense of	y deemed most at risk is if they catch the e and over m medical conditions—se, lung disease, high diabetes or cancernen f the coronavirus: temperature of 37.5 or above) s can be any kind of dry cough breath or breathing	Necessary PPE is available to staff Standard cleaning and maintenance regimes are put in place and detailed records retained Toilet facilities are cleaned regularly  Equipment sharing is minimised. Staff are encouraged not to share equipment There is regular cleaning of frequently touched surfaces and that staff are provided with essential cleaning materials to keep their own work areas clean (for example wipes/disinfection products, paper towels and waste bins/bags)  All school equipment is sanitised – cleaning programmes to be devised to ensure that shared equipment is cleaned and disinfected between use by different people Covid compliant work areas to be available where social distancing guidelines can be applied	Requires monitoring	Board of Management Principal Staff Visitors

Who may be affected?	Identified Risks	Social Distancing  Controls	Risk Rating with controls	Action implementation
All staff Pupils Visitors Contractors Public	Persons currently deemed most at risk of complications if they catch the coronavirus are:  • 60 years of age and over  • have long-term medical conditions — i.e. heart disease, lung disease, high blood pressure, diabetes or cancer  • pregnant women  Known effects of the coronavirus:  • A fever (high temperature of 37.5 degrees Celsius or above)  • A cough - this can be any kind of cough, not just a dry cough  • Shortness of breath or breathing difficulties  • Loss of sense of smell  • Loss of sense of taste  • Death	school, use of welfare facilities and while working in the school  physical spacing (2 metres apart currently) for work stations and common spaces, such as entrances/exits, lifts, kithchen areas, canteens, stairs, where congregation or queuing of staff, or students of visitors might occur  Break times will be staggered and school supervision procedures must be strictly adhered to  Appropriate signage in line with public health guidelines will be displayed throughout school facility (buildings and grounds)  Appropriate social distancing arangements will be in place throughout the facility, as per government guidelines.  Meetings of staff will take place online and by using teleconferencing facilities  There is currently a strict no handshaking policy in place within the school  All staff, contractors and visitors should avoid direct physical contact with any other persons as far as possible  Where 2 metre distance cannot be maintained, the following will apply;  Requirements for personnel working within 2 metres of each other (where activity cannot be	Requires monitoring Serious	Board of Management Principal Staff Visitors

Who may be affected?	Identified Risks	Cleaning Controls	Risk Rating with controls	Action implementation
cleaning staff	Persons currently deemed most at risk of complications if they catch the coronavirus are:  • 60 years of age and over  • have long-term medical conditions – i.e. heart disease, lung disease, high blood pressure, diabetes or cancer  • pregnant women  Known effects of the coronavirus:  • A fever (high temperature of 37.5 degrees Celsius or above)  • A cough - this can be any kind of cough, not just a dry cough  • Shortness of breath or breathing difficulties  • Loss of sense of smell  • Loss of sense of taste or distortion of sense of taste  • Death	items handled at work or during breaks. Staff advised to clean personal items that they have bring to work (e.g. mobile phones) and to avoid leaving them down on communal surfaces or they will need to clean the surface after the personal item is removed   ✓ Cleaning staff will be trained in the new cleaning arrangements for the school   ✓ Sufficient cleaning materials and PPE will be available to allow for increased cleaning   ✓ Cleaning staff will be instructed to wear gloves when cleaning and are aware of the need to wash their hands thoroughly with soap and water, both before and after wearing gloves   ✓ System in place for the disposable of cleaning cloths and used wipes in a rubbish bag Current HSE guidance recommends waste such as cleaning waste, tissues etc. from a person suspected of having Covid-19 should be double bagged and stored in a secure area for 72 hours before being presented for general waste collection   ✓ System in place to make sure reusable cleaning equipment including mop heads and non-disposable cloths are clean before re-use	Requires monitoring	Board of Management Principal Staff

Who may be affected?	Identified Risks	Office and administration areas  Controls	Risk Rating with controls	Action implementation
Staff	Persons currently deemed most at risk of complications if they catch the coronavirus are:  • 60 years of age and over  • have long-term medical conditions – i.e. heart disease, lung disease, high blood pressure, diabetes or cancer  • pregnant women  Known effects of the coronavirus:  • A fever (high temperature of 37.5 degrees Celsius or above)  • A cough - this can be any kind of cough, not just a dry cough  • Shortness of breath or breathing difficulties  • Loss of sense of smell  • Loss of sense of taste or distortion of sense of taste  • Death	Office capacity to be limited to facilitate the maintenance of physical distancing between designated workstations and staff  The number of employees permitted to work in an office at any particular time shall be limited as a necessary control measure to protect health and safety.	Requires monitoring	Board of Management Principal Administration staff

ho may be affected? Identified Risks	Use of PPE  Controls	Risk Rating with controls	Action implementation
most at risk of complications if they catch the coronavirus are:  • 60 years of age and over  • have long-term medical conditions – i.e. heart disease, lung disease, high blood pressure, diabetes or cancer  • pregnant women  Known effects of the coronavirus:  • A fever (high temperature of 37.5 degrees Celsius or above)  • A cough - this can be any kind of cough, not just a dry cough  • Shortness of breath or breathing difficulties  • Loss of sense of smell	Where PPE is required by staff, they will be notified accordingly and be provided with the necessary PPE and provided with training and information in the proper use, cleaning, storage and disposal of PPE.  PPE needs to be consistently and properly worn when required. In addition, it must be regularly inspected, cleaned, maintained and replaced as necessary.  Apart from face coverings/visors/Perspex screens, additional PPE will not be required to be worn, generally, within the school except in accordance with current guidance as outlined in the Roadmap for Opening our Primary and Special Schools.  Current general guidance from the HSE in relation to the wearing of face coverings, masks	Requires monitoring	Board of Managemen Principal Staff

Who may be affected?	Identified Risks	Handling books and other resources during Covid-19  Controls	Risk Rating with controls	Action implementation
Staff (particularly SNAs, school secretaries and school book rental co-ordinator)	Spread of Covid-19 virus  Persons currently deemed most at risk of complications if they catch the coronavirus are:  • 60 years of age and over  • have long-term medical conditions – i.e. heart disease, lung disease, high blood pressure, diabetes or cancer  • pregnant women  Known effects of the coronavirus:  • A fever (high temperature of 37.5 degrees Celsius or above)  • A cough - this can be any kind of cough, not just a dry cough  • Shortness of breath or breathing difficulties  • Loss of sense of smell  • Loss of sense of taste or distortion of sense of taste  • Death	<ul> <li>Maintain physical distancing (currently 2 metres)</li> <li>Observe good hygiene (hand washing and respiratory etiquette, do not touch your eyes, nose, mouth with unwashed hands, etc.) before and after handling books and other materials returned to the school</li> <li>Follow the agreed school protocols if you are displaying symptoms of Covid-19</li> <li>Any books or other items (resource packs, computers, etc.) being returned to the school should be quarantined for 72 hours. Quarantining means placing these items in sealed boxes that are labelled with the time and date of the start of the 72-hour quarantine period. These boxes should be stored in a separate location away from active work areas within the school</li> </ul>	Requires monitoring	Board of Management Principal Staff

Who may be affected?	Identified Risks	Using hand tools or equipment	Risk Rating with controls	Action implementation
affected?  All staff	Spread of Covid-19 virus  Persons currently deemed most at risk of complications if they catch the coronavirus are:  • 60 years of age and over  • have long-term medical conditions – i.e. heart disease, lung disease, high blood pressure, diabetes or cancer  • pregnant women  Known effects of the coronavirus:  • A fever (high temperature of 37.5 degrees Celsius or above)  • A cough - this can be any kind of cough, not just a dry cough  • Shortness of breath or breathing difficulties  • Loss of sense of smell  • Loss of sense of taste or distortion of sense of taste  • Death	<ul> <li>✓ Staff must wear the appropriate PPE for the nature of the work that they are undertaking</li> <li>✓ All tools and equipment must be properly sanitised to prevent cross contamination</li> <li>✓ Arrangements should be put in place for one individual to use the same tool, equipment and machinery as far as is reasonably practicable</li> <li>✓ Cleaning material will be available so that all tools can be wiped down with disinfectant between each use</li> <li>✓ All mobile machinery (including lawnmowers) must be thoroughly cleaned and santisied prior to use</li> </ul>	with controls  Requires	Board of Management Principal Staff

Who may be affected? Identified Risks	Dealing with a suspected case of Covid-19  Controls	Risk Rating with controls	Action implementation
Staff Pupils Visitors Contractors  Persons currently deemed most at risk of complications if they catch the coronavirus are:  • 60 years of age and over  • have long-term medica conditions – i.e. heart disease lung disease, high blood pressure, diabetes or cancer  • pregnant women  Known effects of the coronavirus:  • A fever (high temperature of 37.5 degrees Celsius or above)  • A cough - this can be any kind of cough, not just a dry cough  • Shortness of breath or breathing difficulties  • Loss of sense of smell  • Loss of sense of taste or distortion of sense of taste  • Death	The Board of Management will:  ✓ Appoint an appropriate person for dealing with suspected cases.  ✓ Have a designated isolation area available within the school building. The designated area and the route to the designated area should be easily accessible and as far as is reasonable and practicable, should be accessible by people with disabilities. The possibility of having more than one person displaying signs of Covid-19 needs to be considered so having additional isolation areas available or another contingency plan for dealing with additional cases must be planned. It would be important that the designated area has the ability to isolate the person behind a closed door and away from other workers  If a person displays symptoms of Covid-19 the following procedure is to be implemented:  ✓ Isolate the person and have a procedure in place to accompany the individual to the designated isolation area via the isolation route, keeping at least 2 metres away from the symptomatic person and also making sure that others maintain a distance of at least 2 metres from the symptomatic person at all times.  ✓ Provide a mask for the person presenting with symptoms if one is available. He/she should wear the mask if in a common area with other people or while exiting the premises.  ✓ Assess whether the individual who is displaying symptoms can immediately be directed to go home and call their doctor and continue self-isolation at home.  ✓ Facilitate the person presenting with symptoms remaining in isolation if they cannot	Requires monitoring	Board of Management Principal Staff

Who may be affected?	Identified Risks	Dealing with a suspected case of Covid-19 (continued)  Controls	Risk Rating with controls	Action implementation
Pupils Visitors Contractors  Pers Contractors  6  cont lung pres pi  Kno corc A 37.5 A kinc cou brea Lo Lo	onavirus: fever (high temperature of 5 degrees Celsius or above) cough - this can be any d of cough, not just a dry igh Shortness of breath or athing difficulties coss of sense of smell coss of sense of taste or cortion of sense of taste	<ul> <li>✓ If the person is well enough to go home, arrange for them to be transported home by a family member, as soon as possible and advise them to inform their general practitioner by phone of their symptoms. Public transport of any kind should not be used</li> <li>✓ If they are too unwell to go home or advice is required, contact 999 or 112 and inform them that the sick person is a Covid-19 suspect.</li> <li>✓ Carry out an assessment of the incident which will form part of determining follow-up actions and recovery.</li> <li>✓ Arrange for appropriate cleaning of the isolation area and work areas involved.</li> </ul>	Requires monitoring	Board of Management Principal Staff

Staff Pupils Visitors  Persons currently deemed most at risk of complications if they catch the coronavirus are:  • 60 years of age and over • have long-term medical conditions – i.e. heart disease, lung disease, high blood pressure, diabetes or cancer • pregnant women  All cleaning will be undertaken in line with DES and public health guidance.  ✓ It is recommended cleaning an area with normal household disinfectant after a suspected coronavirus (Covid-19) case. This wil reduce the risk of passing the infection on to other people  ✓ The area should be kept closed and secure for 72 hours (if possible) for cleaning as the amount of virus living on surfaces will have reduced significantly by 72 hours  For cleaning purposes, wear a face mask, disposable or washing up gloves. These should be double-bagged, then stored securely for 72 hours and then put with the regular rubbish after cleaning is finished should be double-bagged,	Requires monitoring	Board of Managemen Principal Cleaning staff
<ul> <li>✓ Using a disposable cloth, first clean hard surfaces with warm soapy water. Then disinfect these surfaces with the cleaning products you normally use. Pay particular attention to frequently touched areas and surfaces, such as toilets, banisters on stairwells and door handles</li> <li>✓ A cough - this can be any kind of cough, not just a dry cough</li> <li>✓ Shortness of breath or breathing difficulties</li> <li>✓ Loss of sense of smell</li> <li>✓ Loss of sense of taste or distortion of sense of taste</li> <li>✓ All surfaces that the symptomatic person has come into contact with must be cleaned</li> </ul>		

Who may be affected?	Identified Risks	Cleaning a space with a suspected/confirmed case of Covid-19	Risk Rating with controls	Action implementation
		Controls		
Staff Pupils Visitors	most at risk of complications if they catch the coronavirus are:         • 60 years of age and over         • have long-term medical conditions – i.e. heart disease, lung disease, high blood pressure, diabetes or cancer         • pregnant women  Known effects of the coronavirus:         • A fever (high temperature of 37.5 degrees Celsius or above)         • A cough - this can be any kind of cough, not just a dry cough         • Shortness of breath or breathing difficulties         • Loss of sense of smell	Disinfectants used should be effective against viruses.  Additionally:  Avoid creating splashes and spray when cleaning.  Any cloths and mop heads used must be disposed of and should be put into waste bags outlined below.  When items cannot be cleaned using detergents or laundered (upholstered furniture mattresses for example) steam cleaning should be used  Any items that have been heavily contaminated with bodyfluids and that cannot be cleaned by	Requires monitoring	Board of Management Principal Cleaning staff

Vho may be affected?	Identified Risks	Cleaning a space with a suspected/confirmed case of Covid-19 (continued)  Controls	Risk Rating with controls	Action implementation
Staff Pupils Visitors	Spread of Covid-19 virus  Persons currently deemed most at risk of complications if they catch the coronavirus are:  • 60 years of age and over  • have long-term medical conditions – i.e. heart disease, lung disease, high blood pressure, diabetes or cancer  • pregnant women  Known effects of the	Laundry  ✓ Wash items in accordance with the manufacturer's instructions. Use the warmest water setting and dry items completely. Dirty laundry that has been in contact with an unwell person can be washed with other people's items. Do not shake dirty laundry as this minimises the possibility of dispersing the virus through the air ✓ Clean and disinfect anything used for transporting laundry with your usual products, in line with the cleaning guidance outlined above  Waste Management  ✓ Waste should be put in a plastic rubbish bag and tied when full  ✓ The plastic bag should then be placed in a second bin bag and tied	Serious Requires monitoring	Board of Management Principal Cleaning staff
	coronavirus:  • A fever (high temperature of 37.5 degrees Celsius or above)  • A cough - this can be any kind of cough, not just a dry cough  • Shortness of breath or breathing difficulties  • Loss of sense of smell  • Loss of sense of taste or distortion of sense of taste  • Death	<ul> <li>✓ The plastic bag should then be placed in a second bin bag and fied</li> <li>✓ It should be put in a suitable and secure place and marked for storage until the individual's test results are known</li> <li>✓ All waste should be stored safely and kept away from children. You should not put waste in communal waste areas until negative test results are known or the waste has been stored for at least 72 hours</li> <li>✓ If the individual tests negative, the waste can be put in with the normal waste. If the individual tests positive, then store it for at least 72 hours and put in with the normal waste</li> </ul>		

Who may be affected?	Identified Risks	Travel to and from work  Controls	Risk Rating with controls	Action implementation
Staff	Persons currently deemed most at risk of complications if they catch the coronavirus are:  • 60 years of age and over  • have long-term medical conditions – i.e. heart disease, lung disease, high blood pressure, diabetes or cancer  • pregnant women  Known effects of the coronavirus:  • A fever (high temperature of 37.5 degrees Celsius or above)  • A cough - this can be any kind of cough, not just a dry cough  • Shortness of breath or breathing difficulties  • Loss of sense of smell  • Loss of sense of taste or distortion of sense of taste	Wear a face mask and carry hand santiser (at least 60% alcohol) and use it regularly throughout your journey.	Requires monitoring	All staff

Who may be affected?	Identified Risks	Dropping off and picking up of pupils  Controls	Risk Rating with controls	Action implementation
Pupils Parents/guardians Bus and taxi drivers	Persons currently deemed most at risk of complications if they catch the coronavirus are:  • 60 years of age and over  • have long-term medical conditions – i.e. heart disease, lung disease, high blood pressure, diabetes or cancer  • pregnant women  Known effects of the coronavirus:  • A fever (high temperature of 37.5 degrees Celsius or above)  • A cough - this can be any kind of cough, not just a dry cough  • Shortness of breath or breathing difficulties  • Loss of sense of smell  • Loss of sense of taste or distortion of sense of taste	Arrangements for dropping off and picking up pupils from the school facility will be organised to maintain, as far as is reasonably practicable, a safe social distance between drivers/parents/guardians and all school staff.  Where pupils travel by public transport the Board of Management will provide a designated drop off/awaiting area (where possible) that supports social distancing measures.  It expected that there will be pre-agreed staggered arrival times for school buses.  Parents/guardians will be encouraged to wait in the car outside of the school  Where SEN pupils are dropped off and picked up by a private bus/taxi, the accompanying adult should remain in the car/bus with the pupil. A designated staff member will come to the car/bus to receive the pupil and will avoid or limit physical contact with the accompanying adult. Subject to available space there is no strict requirement for taxis/buses to arrive one at a time provided that those accompanying the pupil remain in the taxi/bus and do not interact with those accompanying other pupils. A similar process should be followed for pick up.	Requires monitoring	Board of Management Principal Staff Bus drivers

Who may be affected?	Identified Risks	Visitors to school  Controls	Risk Rating with controls	Action implementation
Staff Pupils Wider Community	Persons currently deemed most at risk of complications if they catch the coronavirus are:  • 60 years of age and over  • have long-term medical conditions – i.e. heart disease, lung disease, high blood pressure, diabetes or cancer  • pregnant women  Known effects of the coronavirus:  • A fever (high temperature of 37.5 degrees Celsius or above)  • A cough - this can be any kind of cough, not just a dry cough  • Shortness of breath or breathing difficulties  • Loss of sense of smell  • Loss of sense of taste or distortion of sense of taste  • Death	Visits to the school will be severely restricted and visitors will be asked to:  ✓ Make a prior appointment before visiting the school ✓ Remain at home if they have any Covid-19 symptoms ✓ Follow the agreed Covid-19 protocols for the school ✓ Sanitise before entering the premises ✓ Attendance to be recorded on entry to building ✓ Wear PPE if instructed ✓ Adhere to social distancing requirements ✓ Not to loiter − complete their business and leave premises	Requires monitoring	Board of Management Principal

Who may be affected?	Identified Risks	Management of deliveries and supplies to school  Controls	Risk Rating with controls	Action implementation
Staff Pupils Drivers Wider Community	Persons currently deemed most at risk of complications if they catch the coronavirus are:  • 60 years of age and over  • have long-term medical conditions – i.e. heart disease, lung disease, high blood pressure, diabetes or cancer  • pregnant women  Known effects of the coronavirus:  • A fever (high temperature of 37.5 degrees Celsius or above)  • A cough - this can be any kind of cough, not just a dry cough  • Shortness of breath or breathing difficulties  • Loss of sense of smell  • Loss of sense of taste or distortion of sense of taste  • Death	All drivers to remain in their vehicle and to follow instructions to set down area Ensure that all delivery transactions comply with physical distancing requirements Agree a delivery protocol with suppliers All deliveries to be planned with allocated times for collections and deliveries Arrangements to be made for paperless deliveries System to be agreed with suppliers to ensure reconciliations are accurate Appropriate sanitising arrangements at set down areas (for materials and stock) and at access and egress points.	Requires	Board of Management Principal Staff Delivery personnel

# **Declaration of Sight**

I have read and understand the contents of this document.  Signed: Karen Franklin Dated: August 26 <sup>th</sup> 2020
Signed: Siobhán Englsih Dated: August 26th
Signed: Marianne Blackwell Dated: August 26th
Signed: Maire O'Dea Dated:August 26th
Signed: Madeline Hourigan Dated: August 26th
Signed: Maria Stevens Dated: August 26th
Signed: Joanne Beary Dated: August 26th
Signed: Bernie Farrell Dated: August 26th
Signed: Sarah Crowe Dated: August 26 <sup>th</sup>
Signed: Eimear Shanahan Dated: August 26th
Signed: Lisa Maher Dated: August 26th
Signed: Laura Holmes (Substitute SNA) Dated: August 26th
Signed: Sinéad FlanaganDated: October 8 <sup>th</sup>
Signed: Dated

Signed:	Dated:
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Signed:	Dated: