

Stay at Home if Sick Policy

Star International School



Approved by: Ms.Dolly Goriawala

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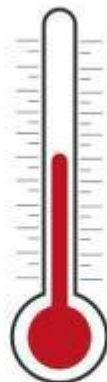
Next review due by: June 2021



The **stay at home** policy applies to staff, students and parents



If you have **COVID-19** related symptoms, **stay at home**



If you have a temperature of **37.5°C** or above, **stay at home**

Health and safety of our School community is paramount and we have adopted a Stay at Home if sick Policy to provide guidance to all students and staff during the COVID-19 Pandemic. Whilst our campus has fully implemented all safety measures in line with the protocols issued by the Dubai Authorities, implementing social distancing, compulsory mask wearing, temperature checks, sanitization and a track system, your health and safety remains our priority.

Symptoms include:

- a new or worsening cough
- a fever of at least 38°C
- shortness of breath
- sore throat
- sneezing and runny nose
- temporary loss of smell.

These symptoms do not necessarily mean you have COVID-19. The symptoms are similar to other illnesses that are much more common, such as colds and flu.

Shortness of breath is a sign of possible pneumonia and requires immediate medical attention.

Less common symptoms

Some people may also have less common symptoms such as only:

- fever
- diarrhoea
- headache
- muscle pain
- nausea and vomiting
- confusion and irritability.

If you have any of these symptoms, contact your doctor, Healthline or your own health provider.

Time for symptoms to appear

We do not yet know how long symptoms take to show after a person has been infected, but current World Health Organization assessments suggest that it's 2 to 10 days.

COVID-19 symptoms

When to stay home

Staying at home if you're sick is the best thing you can do to stop any future spread of COVID-19.

Stay at Home:

1. If you feel sick, or if you show any of the COVID 19 symptoms, we strongly urge that you stay home and do not come to the School. You have to inform the Health and Safety Officer Miss Aleem (healthandsafety@starintlschools.com)
2. If you have been told by a medical professional to quarantine/isolate or have taken and are awaiting results of a Covid-19 test, please do not come to the School. All classes are available online and are accessible for all enrolled students. You have to inform the Health and Safety Officer Miss Aleem (healthandsafety@starintlschools.com)
3. However, for those who are unwell and suffering from colds, allergies, etc. (mild symptoms) may also opt to study from home. All classes are available online and are accessible for all enrolled students. You have to inform the Health and Safety Officer Miss Aleem (healthandsafety@starintlschools.com)
4. Stay home. If you feel unwell in any way, please remain home and seek medical guidance. You have to inform the Health and Safety Officer Miss Aleem (healthandsafety@starintlschools.com)

If you're feeling unwell, it's critical you stay at home and recover.

Self-isolation

If you're waiting for COVID-19 test results, and have been told you need to self-isolate, you legally must do so immediately.

Self-isolation means staying at home and taking common sense precautions to avoid close contact with those you live with.

Limit contact with others you live with

Housemates with symptoms

If somebody you live with develops symptoms of COVID-19 they should call their regular health professional.

We recommend also avoiding visiting others if you're unwell. Stay home until you have fully recovered.

Items you should not share

Do not share dishes, drinking glasses, cups or eating utensils with other people in your home/work place. After using these items, we recommend washing them thoroughly with soap and water, putting them in the dishwasher for cleaning, or washing them in the sink.

Use your own toothbrushes, towels, washcloths or bed linen.

Salary

If an employee contracts COVID-19, this can be treated in the same way as any other sickness absence in terms of payment. For completeness, the UAE Labour Law provides that an employee is entitled to 90 calendar days of sick leave in any 12-month period. The first 15 days are payable at full pay, the next 30 at half pay and the remaining 45 days are unpaid.

Isolation and Quarantine

We will class the absence as sickness and apply normal sick pay rules. This being said, we will offer flexible working arrangements on case to case basis. This could, for example, include permitting the employee to work from home for a period of time (if their role allows), agreeing that the employee will take a period of paid annual leave or permitting the employee to take a period of unpaid leave.

UAE Law

The Communicable Diseases Law (the Law) was recently updated (with the amendment announced on Monday 23 March 2020) to include COVID 19. The Law imposes potential penalties for those who are infected (which includes those who are symptomless) and fail to take certain actions (such as taking precautions to avoid spread).

The obligations on an individual are:

- Individual responsibility not to travel if the person suspects or has the disease;
- Individual responsibility not to transmit disease;
- Individual responsibility to seek medical treatment; and
- A penalty on the individual for deliberate transmission to others which can attract 50-100000 fine and 5 years prison