

COVID-19 General workplace safety risk assessment

This risk assessment is being used during the planning process for a return to work of some staff to the college's physical campuses in June 2020 and then for a September 2020 opening. It identifies the control measures that are being put in place to protect employees and others from the risk of coronavirus infection.

NOTE: separate return to work assessments on the usual health and safety concerns such as legionella, hazardous substances, work equipment, etc. are being completed separately.

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Job title: Director of HR & Student Support Services

Assessment Date: 28 May 2020

Review date(s): 29 May 2020 / 5 June 2020 / 25 June 2020 / 6 July 2020 / 3 August 2020 / 29 September 2020 / 5 November 2020 / 10 December 2020 / 17 December 2020 / 6 January 2021 / 2 March 2021

Business type/location: General Further Education College / Lincoln, Newark & Gainsborough

Business hazards associated with the coronavirus pandemic	Potential risks to workers caused by hazards	Control Measures	Further actions required
Infection Prevention, Cleaning and Staff Safety			
As staff return to work, the organisation must ensure their safety by making premises "COVID" secure – unsafe workplace premises raise the risks of virus transmission	There is a direct threat to staff health and wellbeing from transmission of the COVID-19 coronavirus while at work People can catch the virus from others who are infected in the following ways:	Ensure that the organisation complies with its duty to provide a safe and healthy workplace/working conditions for staff in the workplace during the coronavirus pandemic by: <ul style="list-style-type: none"> • Communicating safety procedures to 	From 8 March 2021, all students will be able to return to on-site education. All staff comms issued on 25 February 2021 re-iterated that continuing to follow the system of

	<ul style="list-style-type: none"> • virus moves from person-to-person in droplets from the nose or mouth spread when a person with the virus coughs or exhales • the virus can survive for up to 72 hours out of the body on surfaces which people have coughed on, etc. • people can pick up the virus by breathing in the droplets or by touching contaminated surfaces and then touching their eyes or mouth 	<p>all staff and managers; these set out how staff should behave and the precautions they must adopt during the pandemic to keep them safe</p> <ul style="list-style-type: none"> • Requiring staff to practice effective social distancing while in and around the workplace, while travelling to work and in all work business. Managers should pass on and reinforce key Government public health messages to all staff: • cover the mouth and nose with a tissue or sleeve (not hands) when coughing or sneezing (Catch it — Bin it — Kill it) • put used tissues in the bin straight away • wash hands regularly (more often than usual) with soap and water for at least 20 seconds (use hand sanitiser gel if soap and water are not available) • avoid close contact with people who are unwell • clean and disinfect frequently touched objects and surfaces • do not touch face, eyes, nose or mouth if hands are not clean. In all departments, fully implement Public Health England 	<p>controls remains the way to control the predominant new variant of the virus (as per PHE advice)</p> <p>Regular workplace posts and updates will continue as appropriate.</p> <p>Risk assessments updated periodically.</p> <p>Leaders and Managers advised to update risk assessments prior to 8 March 2021.</p> <p>Consultation meetings with trade union local representatives take place as and when required.</p>
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		<p>(PHE) Guidance for Employers and Businesses on Coronavirus, including the following key safety precautions:</p> <ul style="list-style-type: none">• Keep local/departmental risk assessments under review to ensure that a safe place of work is maintained• Consult with staff and staff representatives – fully involve the workforce at all stages of the pandemic• Make any adjustments to the workspace/rotas/work patterns/procedures necessary to facilitate effective infection prevention and social distancing at work• Follow government health and travel advice• Provide hand sanitiser as required• Provide infection control personal protective equipment (PPE) such as gloves, masks and eye protection if required in individual risk assessments and method statements, e.g. cleaning• Increase environmental cleaning in the workplace; review and revise cleaning method statements	
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		<p>and schedules and ensure cleaning staff have access to suitable detergents, disinfectants and PPE</p> <ul style="list-style-type: none"> • Provide additional waste removal facilities and more frequent rubbish collection • Display appropriate public health posters and notices around the workplace and on websites. Staff are required to wear face coverings in common areas 	
Homeworking, Hot-desking and Equipment Sharing			
<p>Staff working together in workplace premises inevitably raises the risk of virus transmission. Hot desking and the sharing of equipment present hazards that raise the risk of virus transmission further</p>	<p>Homeworking reduces the risk of staff gathering in the workplace and of transmitting the virus</p>	<p>In line with Government policy, all students will be able to return to on-site education from 8 March 2021.</p> <p>Government advice is to continue to work from home where possible.</p> <p>Homeworking should continue to be considered for staff occupying relevant roles where it is more sensible and effective to do so. The following working arrangements are in place to support homeworking:</p> <ul style="list-style-type: none"> • Managers will ensure that staff who are clinically extremely vulnerable 	<p>As a result of the 3rd National Lockdown, managers are in regular contact with staff who fall into the categories of Clinically Extremely Vulnerable, Clinically Vulnerable & Higher Risk.</p> <p>Clinically Extremely Vulnerable required to shield again effective from 00:01 on Wednesday 6 January 2021 until at least 31 March 2021.</p> <p>HR Officers have been in contact with the line managers of all CEV staff</p>

		<p>(CEV) work from home and if they cannot work from home, they consider alternative roles or changing working patterns temporarily. If this isn't possible, staff <u>cannot</u> attend work until at least 31 March 2021.</p> <ul style="list-style-type: none">• Departmental and line managers to review all staff job roles in order to facilitate homeworking where it is effective and meets the business need. Rotas in place to ensure a safe number of staff in offices.• Managers should monitor the wellbeing of people who are working from home and put in place measures to support their mental and physical health and personal security• Enhanced IT support to be provided to homeworkers to ensure the effectiveness of working arrangements and the security of information and data, for example, remote access to work systems• Arrangements should help homeworkers to stay connected to the rest	<p>(including those recently identified as CEV) to ensure that risk assessments are in place and reviewed as necessary.</p>
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		<p>of the workforce as appropriate</p> <ul style="list-style-type: none"> • Workstations should be assigned to an individual and not shared. If they need to be shared they should be shared by the smallest possible number of people • Avoid the sharing of equipment between staff wherever possible. Where it's not possible, shared equipment must be cleaned 	
Workplace Social Distancing			
<p>Effective social distancing is a key element in reducing the transmission of COVID-19</p>	<p>Social distancing refers to people being required to maintain a distance from each other of 2 metres wherever possible or 1 metre with risk mitigation. Social distancing effectively puts people at a safe range from anyone coughing. The main route of virus transmission is through droplets exhaled or coughed by an infected person</p>	<p>Staff are required to practice effective social distancing while in and around the workplace, while involved in work activities and when travelling to and from work, whenever possible, by:</p> <ul style="list-style-type: none"> • Avoiding nonessential contact with others • Keeping a safe distance of at least 2 metres or 1 metre with risk mitigation from others whenever possible • Avoiding physical contact (e.g. hugs, handshakes, etc.) <p>Adaptations to the premises to support social distancing should include:</p> <ul style="list-style-type: none"> • A review of all work premises to identify suitable adaptations 	<p>New government guidance for education has set out that face masks/coverings should be used by all staff and students in the classroom and workshops where 2 metre social distancing cannot be achieved (to be reviewed at Easter). The advice is to stay 1 metre apart and take additional steps to stay safe such as wearing face masks/coverings.</p> <p>Guidance issued to staff on 25 February 2021.</p>

		<p>which will support social distancing</p> <ul style="list-style-type: none">• Offices and work spaces to be set up to support social distancing, e.g. layout changes, appropriate signage, stickers and floor markings to denote safe distances, etc.• Workstations and desks to be arranged with a minimum separation between them – where necessary screens will be fitted• Establishing maximum occupancy limits for offices and work areas reducing the need for staff to move around within the workplace <p>Adaptations to work processes to support social distancing will include:</p> <ul style="list-style-type: none">• Cancelling non-essential meetings• Holding essential meetings in well ventilated rooms with appropriate social distancing in place – limit numbers to essential members only and use phone/video conferencing, etc.• Replacing face-to-face meetings wherever possible with video conferencing, phone conferencing, etc.• Holding meetings outdoors	
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		<ul style="list-style-type: none">• Providing hand sanitiser at meetings• Cancelling non-essential training and all face-to-face training/recruitment practices• Carrying out any essential training/recruitment by using email/online eLearning wherever possible rather than bringing people together face to face <p>Managers should display notices in all premises reminding staff of the key infection prevention requirements, including the need to maintain safe distancing. Where social distancing guidelines cannot be followed in full, in relation to a particular activity, managers must carry out further risk assessments and consider whether that activity needs to continue for the business to operate - where such activities need to continue appropriate mitigation methods should be put into place, such as:</p> <ul style="list-style-type: none">• Increased hand washing• Use of PPE• Increased environmental cleaning• Keeping the activity time involved as short as possible	
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		<ul style="list-style-type: none"> • Reducing the number of people each person has contact with by using “fixed teams or partnering” where possible (so each person works with only a few others) 	
Higher Risk Areas of the Workplace			
Some areas of the workplace may present a higher risk than others – this may include areas such as staff toilets and staff rooms	<p>Heavily used areas of the workplace are more likely to present an infection transmission risk</p> <p>Essential for staff to wash hands regularly but also that toilets are kept clean and free of coronavirus contamination</p> <p>A number of staff going to the toilet together may compromise their ability to comply with social distancing</p> <p>increased risk of people coughing and touching door handles, taps and toilet flush handles</p>	<p>Ensure higher-risk high traffic areas of the workplace are COVID secure by applying appropriate safety precautions, including:</p> <ul style="list-style-type: none"> • Stressing the need for staff to follow good hygiene practice at all times while at work (i.e. regular handwashing, using tissues and disposing of them appropriately, etc.) • Managers ensuring that adequate hand cleaning resources are provided; all toilets to be supplied with adequate supplies of hot water, liquid soap and paper towels • Printing handwashing instructions/posters and displaying throughout workplace, especially in toilets • Toilet doors fitted with foot operated door openers • Limiting numbers of staff and students who can use high traffic areas such as 	<p>The college’s Testing Centre at Lincoln will be operational from 4 – 19 March 2021, Newark & Gainsborough from 8 – 19 March.</p> <p>Students can book slots via Eventbrite for their 3 lateral flow tests.</p> <p>Students will then be offered twice weekly tests to be undertaken at home.</p> <p>Staff will be offered twice weekly tests to be undertaken at home.</p> <p>Testing centres will have a dedicated cleaner assigned.</p>

		<p>corridors, stairs, toilets and restrooms at any one time to ensure social distancing</p> <ul style="list-style-type: none">• Limiting lift occupancy to one• Monitor high-traffic area use and regulate access as necessary• Prioritise disabled use where necessary, e.g. disabled toilet use, use of lifts, etc.• Staggering breaks to ensure that restrooms and toilets are not overloaded• Establishing safe queuing systems by use of room occupancy limits and floor markings/signage, etc. Placing 60% alcohol hand gels at convenient places around the workplace with instructions for use• Increasing environmental cleaning, especially in and around toilets and restrooms and staff rooms; special attention to be paid to frequently touched surfaces such as door handles, toilet flush handles, light switches, etc.• Increasing toilets/washrooms inspections to check for cleanliness/adequate	
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		<p>stock of soap/toilet paper, etc.</p> <ul style="list-style-type: none"> • Where possible, providing paper towels as an alternative to hand dryers in handwashing facilities 	
Clinically Extremely Vulnerable, Clinically Vulnerable and Higher Risk Staff			
<p>Some staff may have pre-existing medical conditions which render them more vulnerable to the dangers of coronavirus infection</p>	<p>Those who are classified by PHE as being at greater risk from COVID-19 include people in the vulnerable (moderate risk) and extremely vulnerable (high risk) categories.</p> <p>Vulnerable (moderate risk) people include those who:</p> <ul style="list-style-type: none"> • are 70 or older • are pregnant • have a lung condition such as asthma, COPD, emphysema or bronchitis (not severe) • have heart disease, diabetes, chronic kidney disease or liver disease (such as hepatitis) • are taking medicine that can affect the immune system (such as low doses of steroids) • are very obese <p>Extremely vulnerable (high risk) people include those who:</p> <ul style="list-style-type: none"> • have had an organ transplant 	<p>The following safety and staff health arrangements should apply to staff who are classified as vulnerable (moderate risk), extremely vulnerable (high-risk) and higher-risk. Consideration should also be given to the health of spouses, partners and those in households.</p> <ul style="list-style-type: none"> • Managers and HR should identify and be aware of staff who fall into vulnerable, extremely vulnerable and higher risk categories so they can ensure that they are given adequate protection and support to enable them to comply with government health recommendations • Staff in the vulnerable “moderate risk” category should be considered on a case by case basis – wherever possible they will be supported to work 	<p>As a result of the 3rd National Lockdown, staff and students in the Clinically Extremely Vulnerable category were required to shield from Wednesday 6 January 2021 and cannot attend site until at least 31 March 2021.</p> <p>The college has 29 staff members categorised as CEV (an increase of 9 as a result of those staff newly categorised as CEV)</p>

	<ul style="list-style-type: none"> • are having chemotherapy for cancer, including immunotherapy • are having an intense course of radiotherapy for lung cancer • have a severe lung condition (such as severe asthma or severe COPD) • are taking medicine that makes them much more likely to get infections (such as high doses of steroids) • have a serious heart condition and are pregnant <p>The following PHE advice applies:</p> <ul style="list-style-type: none"> • Those in the “high risk” (extremely vulnerable) category were subject to special “shielding” arrangements that ceased on 1 August • Those in the “moderate risk” (vulnerable) category are advised to stay at home as much as possible – they can go to work if they cannot work from home • People in both categories are advised by the government to be particularly stringent in complying with social distancing requirements. Pregnant women are included in the “moderate risk” 	<p>from home. If they cannot work from home effectively, they should attend work</p> <ul style="list-style-type: none"> • Staff in the vulnerable “moderate risk” category who cannot work from home effectively should be offered additional protection so that they can achieve effective social distancing • Staff in the vulnerable “high risk” category will be able to work from home. If they cannot work from home they cannot attend site until at least 31 March 2021. • Managers should stay in touch with vulnerable or extremely vulnerable staff who are staying at home by phone to ensure they are well and to prevent them from feeling isolated • All reviews of staff roles and safety should be non-discriminatory and take into consideration equality considerations and protected characteristics as defined under the Equality Act 2010, e.g. disabled staff • Reasonable adjustments must be made to avoid disabled workers 	
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	<p>category as a precaution but are not considered by PHE to be more likely to get seriously ill from COVID-19. There is evidence that people from ethnic minority backgrounds and people aged 60 years and older are hit harder by COVID-19</p>	<p>being put at any disadvantage</p> <ul style="list-style-type: none"> Managers should refer to existing policies regarding new and expectant mothers, e.g. entitlement to suspension on full pay if suitable safe roles cannot be found Managers to undertake individual risk assessments where necessary for high risk categories 	
Staff Health and Staffing Levels			
<p>Low staffing levels due to high rates of staff sickness or staff having to self-isolate themselves at home due to coronavirus symptoms</p>	<p>Staff may get sick with coronavirus infection. People who have symptoms must “self-isolate” at home for 10 days from the start of symptoms to prevent them from passing the infection on and contributing to the overload on the NHS. Those who live with others and where one person has symptoms must self-isolate as a household for 10 days from the day when the first person in the house became ill. If anyone else in the household starts displaying symptoms, they need to stay at home for 10 days from when the symptoms appeared.</p>	<p>The following safety arrangements should apply to staff health or staffing levels:</p> <ul style="list-style-type: none"> The requirement to shield paused on 1 August 2020. Staff who are considered clinically extremely vulnerable or high-risk could attend work from 1 August 2020 if it was safe for them to do so. Staff were advised to work from home or not attend site if they cannot work from home during the second national lockdown (ended on 2 Dec 2020). Staff in Tier 3 could attend work and would receive personal notification from their medical advisor if they are required to essentially shield again. <p>Shielding was re-instated on 6</p>	<p>Website continually updated to provide both staff & students with the relevant guidance.</p> <p>Guidance also issued via workplace and all staff emails.</p> <p>The impact on operational areas due to the volume of confirmed cases is monitored and reviewed on a weekly basis by ELT.</p>

		<p>January 2021 for the Clinically Extremely Vulnerable as a result of the 3rd National Lockdown and remains in place until at least 31 March 2021.</p> <ul style="list-style-type: none"> • Staff who are sick should contact HR and those self-isolating should complete the relevant form – on no account should they attend for work • Make sure that communications go out that no member of staff should come to work if they are self-isolating or if they have COVID-19 symptoms or if they feel unwell • Staff may be reallocated from non-essential parts of the organisation to essential functions or may be subject to furlough arrangements • Managers should consider temporary departmental closures or operational adjustments if staffing is reduced to unsafe levels or there is a lack of skilled/trained staff. 	
Premises Access and Travel			
Staff who are required to attend for work must be given	Travel to and from work may lead to greater risk of virus transmission	The following safety arrangements should apply to workplace	

<p>safe access to the workplace</p>	<p>Public transport may be restricted in order to achieve social distancing on trains, buses, etc Access to buildings may create a virus transmission risk if staff all seek entrance at once or are channelled through single points of entry Risks may be increased for disabled staff who may have reduced options for access</p>	<p>access and travel arrangements:</p> <ul style="list-style-type: none"> • Ensure that sufficient access points to the workplace are provided so that staff do not congregate at entrances and exits – ensure that all access points have supplies of sanitizer available • Review disabled access policies and arrangements to ensure safe entrance or exit for disabled staff and students • Use floor markings and signage at entrances and exits and introduce one-way flow systems at entry and exit points where appropriate • Enable flexible/staggered working arrangements so that staff can avoid travelling at peak times or all arriving or leaving at the same time • Provide hand sanitiser at entrances and exits • Ask staff not to share cars and limit use of any work minibuses, etc. • Support staff to walk or cycle to work wherever possible • Ask staff not to use public transport if possible – where they do use public transport they should 	
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		<p>conform with all requirements, e.g. wearing face coverings</p> <p>In all cases non-essential travel for work purposes should be minimised</p>	
Cases of Possible Infection On-site			
<p>People becoming unwell while on-site or a symptomatic person using a site</p>	<p>High risk of transmission</p>	<p>If a member of staff becomes unwell in the workplace with coronavirus symptoms (a new, continuous cough or a high temperature) they should be sent home and advised to follow government advice to self-isolate</p> <p>If anyone is unable to immediately travel home, self-isolation rooms are available at each of the three college campuses where staff and students can be kept safe and away from other people until they can arrange for a way to get home</p> <p>The following actions should be taken within the workplace:</p> <ul style="list-style-type: none"> • All surfaces that a symptomatic person has come into contact with must be cleaned and disinfected, especially objects visibly contaminated with body fluids and all potentially contaminated high contact areas such as toilets 	<p>Additional testing kits can be requested to facilitate access to testing for staff/students who develop symptoms on-site and who would otherwise experience difficulties in accessing a test. Currently have an adequate supply.</p> <p>Testing centres at Lincoln, Newark and Gainsborough will continue to be operational from 8 March 2021 (Thurs 4 March at Lincoln) to facilitate lateral flow tests for students returning to on-site education.</p> <p>Students and staff will then be offered the ability to test themselves at home twice each week.</p>

		<ul style="list-style-type: none"> • Public areas where a symptomatic individual has passed through and spent minimal time, such as corridors, but which are not visibly contaminated with body fluids, can be cleaned thoroughly as normal • Cleaning staff should use disposable cloths or paper roll and a combined detergent disinfectant solution at a dilution of 1000 parts per million available chlorine • Cleaning staff must wear appropriate PPE • Waste from cleaning of areas where possible cases have been (including disposable cloths and tissues) should be “double-bagged” and tied off; it should be placed in a secure holding area for 72 hours before being disposed of in general waste 	
Business Continuity			
Crisis management and business continuity hazards caused by the pandemic emergency	The crisis threatens business continuity and ability to deliver essential services to our customers	Managers should refer to business continuity policies and procedures After lockdown the following safety arrangements should be applied to establish business recovery:	ELT COVID-19 Risk Assessment reviewed on a regular basis.

		<ul style="list-style-type: none"> • Establish overall coronavirus risk management team • Devise appropriate business recovery plans and keep under constant review 	
Information			
Hazards caused by lack of information or inaccurate information being circulated	The pandemic has been accompanied by a large amount of official guidance, some of which needs interpretation, and by misinformation, rumour and “fake news” or “myths”. If these are allowed to gain traction within the organisation, they can obscure and confuse vital health and safety measures.	<p>The following safety arrangements should be applied to mitigate risks caused by misinformation and “fake” news (this does not include accurate / peer-reviewed scientific guidance):</p> <ul style="list-style-type: none"> • To ensure the safety and wellbeing of staff business strategies must be based on accurate information and staff must be given consistent, simple and clear messages • Coronavirus risk management team to monitor official advice carefully and update all policies and procedures. Ensure leadership teams/local managers are briefed and kept up to date • Managers to beware fake news and discourage the circulation of misinformation • Keep staff informed – key messages include the need for unwell staff or homeworking staff to stay at home, for frequent 	<p>The college closed on Wednesday 6 January 2021 for all learners other than those who are vulnerable and the children of keyworkers. All other learners continued to learn remotely. The college re-opens for on-site education from Monday 8 March 2021.</p> <p>Comms issued to all staff and learners.</p>

		handwashing and for social distancing	
Communication			
Threat to effective communications	The pandemic crisis threatens communications with clients/customers/ suppliers – such communications are vital in the reestablishment of business activities and procedures after lockdown	The following safety arrangements should be applied to mitigate risks to communication systems: <ul style="list-style-type: none"> • Senior management to review all outward facing communications (e.g. on college website, etc) to ensure messages are consistent and clear • Managers to revise communications strategies and plans • Devise specific plans for how and how often to communicate with clients/customers/ suppliers 	.
Cyber Security			
Cyber-security risks	Cyber-security threats often accompany a crisis, including computer viruses, phishing and scam emails and coronavirus related “ransomware” With the organisation and individual staff more reliant than ever on digital communications and the internet, and with more staff working from home and using a variety of digital devices, the need to ensure the security	The following safety arrangements should be applied to mitigate cyber risks: <ul style="list-style-type: none"> • Review cyber security and surveillance infrastructure and ensure that all reasonable protection is in place • Circulate warnings to staff and managers of any credible cyber threats, especially scam emails and text messages 	Guidance and updates regularly provided by the CEO and Director of IT, Information Management & Projects.

	<p>and function of our digital systems is more important than ever</p>	<ul style="list-style-type: none"> • Ensure that staff working from home and using remote working systems are covered by cyber-risk protections • Ensure any homeworking arrangements maintain standards of data protection and IT security • Ensure that existing cyber-security systems do not interfere with the availability of critical safety information and updates relating to coronavirus • Assess cyber risks to new supply chain connections developed during the crisis 	
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Assessor:					
Name		Sign			
Position				Date	

Authorised By;					
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Position				Date	