GENERAL HEALTH AND SAFETY RISK ASSESSMENT FORM

| Site | **Chemical Engineering** | **Department** | **Chemical Engineering** | **Version / Ref No.** | **BioChemical Engineering V2** |
| --- | --- | --- | --- | --- | --- |
| **Activity Location** | **Biochemical Engineering, Building 1320** | **Activity Description** | **Return to Campus COVID-19: Building Risk Assessment****Maximum building capacity with Covid-19 restrictions in place will be 50 persons including technical staff, cleaners, estates staff and researchers. We initially seek permission for maximum of 25 persons and will review numbers each month** |
| **Assessor** | **Jacqueline Deans /Elaine Mitchell** | **Assessment Date** | **7th July 2020** | **Date of Assessment Review** | **Monthly at start of month or after increase in numbers** |
| **Academic / Manager Name** | **Professor Mark Simmons** | **Academic / Manager Signature** |  |
| Hazard Assessment | Control Assessment | Actions |
| Hazard Category | Hazards Identified | Who might be harmed?StaffStudentsContractors Others | How might people be harmed? | Existing Control Measures | Initial Risk Rating | Are these adequate?Yes/No | Changes to/ Additional Controls | Residual Risk Rating | Owner | Due Date | Action Complete |
| S | L | R | S | L | R |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Organisational | Psychological well being | Staff / Students | Anxiety and stress caused by concerns around returning to work and studies on Campus | Regular communication is in place (individual and group) via weekly Head of School briefings, School Committee, School Health and Safety Committee and team meetings and 1-to-1 meetings which are normally held on zoom or skypeto ensure staff and students are not ill-informed about returning to work safely.Advice is shared with staff members and staff have been fully briefed and kept up to date with current advice on staying protected through the University’s lines of communications (i,e line managers, Internal Comms) and shared with staff via weekly Head of School briefings and staff mailing lists. Notes of meetings will be available from the School CEN-StaffShared network drive and the University’s Coronavirus FAQs . An electronic copy of this general risk assessment can also be found in the CEN-StaffShared network drive New workplace/controls put in place to reduce risk of exposure to COVID 19 are documented in procedures and policies and disseminated to employees through Line Managers and one-to-one meetings. These include:* ***Social distancing: General guidance for staff and students***
* ***Social distancing: Buildings adaptations guidance***
* ***Social distancing***: ***Product solutions booklet***
* ***Social distancing: Building checklist***
* ***On-line induction materials for returning to campus***: combination of the guidance and videos.

https://intranet.birmingham.ac.uk/staff/coronavirus/essential-resources-and-checklist.aspx* ***Return to Campus COVID-19: Building Risk Assessment* (This completed Risk Assessment)**

Line managers are aware of how big changes to working arrangements may cause additional work-related stress and affect their employees’ mental health and wellbeing.  | 2 | 2 | 4 | Yes |  |  |  |  |  |  |  |
| Organisational | Psychological well being | Staff | Anxiety and stress caused by concerns around returning to work on Campus | Managers hold regular informal discussions with their team and look at ways to reduce causes of stress. We have arranged weekly staff zoom Q&A meetings, hosted by the Head of School, Head of Operations and Buildings Manager. We have asked that individual line managers inform their staff about these meetingsConcerns on workload issues or support needs are escalated to line manager.Staff who are in vulnerable groups themselves or caring for others are encouraged to contact their line manager to discuss their support needsWe have no new or expectant mothers working in the building. School Health and Safety intranet pages outline who should be informed when a pregnancy is reported and the requirement to submit a risk assessment and to reflect on any new working arrangements required to minimise risks. We have no individuals who have a PEEP in place for work in the Bio Chemical Engineering Building. When we are advised that someone has a disability which requires a PEEP we will work with Alex Johl and his team of advisors to make reasonable adjustments, especially in relation to who will assist with their evacuation in an emergency, to avoid staff that require them including disabled workers being put at a disadvantage. We will advise fire wardens when a building user has a PEEP in place.Employees are made aware of supportive mechanisms available to them (e.g. counselling, occupational health, HR, etc) through line managers, internal communications and University webpages: <https://intranet.birmingham.ac.uk/staff/coronavirus/faqs-for-staff.aspx><https://intranet.birmingham.ac.uk/hr/wellbeing/index.aspx><https://intranet.birmingham.ac.uk/hr/wellbeing/workhealth/index.aspx> | 2 | 2 | 4 |  |  | 2 | 2 | 4 |  |  |  |
| Biological | Virus transmission in the workplace | Staff or postgraduate researchers | Exposure to respiratory droplets carrying COVID-19 from an infectious individual transmitted via sneezing, coughing or speaking. | ***Specific individual worker risk assessments*** undertaken for those who have a self-declared health condition which could increase their risk profile.***Social distancing: BioChemical Engineering building checklist***has been completed to identify the control measures to consider reducing the risk of workplace infections.Staff continue to work remotely where possible. Clinically extremely vulnerable staff will not return to campus meantime. If supervisors advise that they have vulnerable staff who want to return we will check University guidance and may seek advice from Occupational Health. If they are approved to return. We will make sure that supervisors address any specific risk and what actions their staff may need to take. A person specific general risk assessment will be completed by the staff member and checked by the supervisor. This will be stored in the Cen-StaffShared directory before any induction will be arranged.Managers ensure staff with any form of illness do not attend work and the actions to be taken if this situation arises. The School Head of Operations has emailed all staff with the Guidance on Returning to Work Final document (a copy of which is stored in CEN-StaffShared network drive) which outlines the actions to be taken in event of someone becoming ill with Coronavirus. The information is also included in the buildings induction Powerpoint.The University’s [***On-line induction materials for returning to campus***](https://intranet.birmingham.ac.uk/staff/coronavirus/essential-resources-and-checklist.aspx) combination of the guidance and videos have been provided and completed for all staff returning to work in University buildings*.* To help with consistency and adherence to building specific measures such as access routes, occupancy limits etc. staff from other departments accessing the building (such as cleaning and Estates) will receive an email copy of the building specific induction PowerPoint presentation before they attend the building for an on-site induction of the presentation. A copy of the building site specific induction will be stored in the CEN-StaffShared network driveThe School Head of Operations or the Operations Officer for the School will keep track of when staff report that they are off sick or self-isolating with the symptoms of coronavirus. They will also record when they can return to work after the symptom free period. Schedules for essential services and contractor visits are arranged by Estates in consultation with the Buildings Manager. Schedules will be devised depending on specific need and take into account building occupancy..  | 4 | 2 | 8 | Yes |  |  |  |  |  |  |  |
| EnvironmentalEnvironmentalEnvironmentalEnvironmentalEnvironmental | Virus transmission in the workplace due to lack of social distancing Virus transmission in the workplace due to lack of social distancing Virus transmission in the workplace due to lack of social distancing Virus transmission in the workplace due to lack of social distancing Virus transmission in the workplace due to lack of social distancing  | Staff and postgraduate researchers | Exposure to respiratory droplets carrying COVID-19 from an infectious individual transmitted via sneezing, coughing or speaking.Exposure to respiratory droplets carrying COVID-19 from an infectious individual transmitted via sneezing, coughing or speaking.Exposure to respiratory droplets carrying COVID-19 from an infectious individual transmitted via sneezing, coughing or speaking.Exposure to respiratory droplets carrying COVID-19 from an infectious individual transmitted via sneezing, coughing or speaking.Exposure to respiratory droplets carrying COVID-19 from an infectious individual transmitted via sneezing, coughing or speaking. | Workplace routines changed to ensure room/building capacity calculated to maintain social distancing is not exceeded including * Change to peak staff entry and exit times.
* Changes to core working hours.
* Amended shift routines, staff handovers and team briefings.

Staff and students have been separated into teams to reduce contact between building occupants. Research Group PI’s have prioritised the people they need to give access to. Initially, until numbers can increase, the core working hours will be 9am to 4.30pm. If we need extra capacity we will look to have a shift pattern but that is not needed initially. Staff and researchers have advised to arrive at different times and we request that they don’t arrive at building opening time. In particular, staff who travel on public transport have been advised to avoid rush hours. This action minimises numbers arriving at the same time* Group PI’s to stagger entry and exit times of group members
* Fixed teams or adjusted booking processes in use to reduce the number of people in a lab at the same time to avoid overcrowding. Bench areas will be allocated to one person at a time. They must book a session, either a morning or an afternoon in that bench area. The postdoc/(s) or lab manager in charge of each lab has set up a booking system to make sure that spaces are allocated fairly, making sure that there is no overlap between persons booking the space
* Job and location rotation reduced.

Swipe access control is on the main door. We have removed swipe card entry to the building to all staff and students and only allow them access when they have completed the University Return to Campus Canvas course, have provided proof that they have passed. They must also have an authorisation letter from the College and should display an authorised lanyard before they are allowed to return. The Technical Manager will check that an individuals’ Covid risk assessment, either chemical, biological or general assessment related to their specific lab requirements has been submitted; signed off by the supervisor and stored in CEN-StaffShared. Only then, will authorisation be requested for a return to campus and at that time. The Technical Manager will email the returning staff members with the arrangements for induction. When induction is complete, swipe card access can be re-instated.Technical staff will act as buildings “Police”; they will carry out routine patrols of the building. Anyone not observing our social distancing procedures will be ejected from the building and their line manager and Head of Operations informed. They will not be allowed access to the building until we are satisfied they understand what is required, have had a one-to-one reminder by their PI on who is allowed entry and their social distancing responsibilities. Our site induction PowerPoint asks people to make sure they are not tail-gated when entering the building and requires that they must not invite or allow anyone else to enter the building. Anyone trying to enter the building without the appropriate lanyard and authorisation letter will be refused entry.Work has been arranged so that staff are able to maintain the government guidelines for social distancing based on our industry which are included in the ***Social distancing: BioChemical Engineering Building checklist***(The latest Guidance on these measures can be found by clicking the following link [Social Distancing Guidelines](https://www.gov.uk/guidance/social-distancing-in-the-workplace-during-coronavirus-covid-19-sector-guidance#shops-running-a-pick-up-or-delivery-service)). One-way flow systems have been implemented and where this is not possible we have included two-way signage. Visual aids, such as floor strips, floor stickers, door posters and signage are used for maintaining two metres distance throughout the building/workplace.Arrival and departure times at work have been staggered to reduce crowding into and out of the workplace. If staff members arrive or leave the building at the same time as their colleagues, they have been advised to wait until their entry or exit route is clear before entering or leaving the buildingStaff activities are segregated to promote 2 metres distance including: * Staff and student offices are currently closed. Staff and students will continue to work from home.
* Areas of work marked out with floor tape to ensure adequate social distancing is in place. Visual management aids in place to remind people of the need for social distancing,
* Headcount capacity to ensure social distances standards have been achieved have been set and displayed in shared laboratories.
* Staff encouraged to remain on-site including bringing their own lunch and refreshments and, when not possible, maintaining social distancing while off-site.
* Where available safe outside areas used for break.
* Biochemical Engineering has a kitchen facility and only one person allowed in at a time. Staff can use the welfare areas in the main Chemical Engineering building. Welfare areas have no provision for serving hot food or drinks.
* Tables/seating from welfare areas in the Chemical Engineering building have been moved to create 2m separation and avoid large groups congregating.
* All users are encouraged to wash their hands prior to eating in the Chemical Engineering welfare areas and again when they have eaten. Additional signage for the correct method for handwashing is displayed.
* There are toilets in Biochemical Engineering but with limited cubicles there is a one in one out policy, signage has been placed to limit the number of cubicles available. Social distancing is marked on the corridor floor prior to entry to the WCs (toilets).
* Visitors must arrange to meet with a member of technical staff or their sponsor before arriving at the Biochemical Engineering building. Before being allowed access, they will be given an induction outlining the social distancing in place.

Visits from people outside of the building are managed via remote connection/working where this is an option. Where this is not an option, visitor arrangements have been revised to ensure social distancing and hygiene at all times. All corridors are:* Marked in areas to ensure social distancing is adhered to (lines on floor 2m apart where possible).
* Have mainly a one-way system around the building. However, there are parts that require 2 way where this is unavoidable. Passing points have a clear line of sight, staff are asked to check that their route is clear before entering a passing place.

Additional signage in corridors remind staff about social distancingSocial gathering amongst employees is minimised as the welfare area has a capacity of one person at a time. Offices are closed so staff and students are advised that they can/should consider holding meetings outside (weather permitting) or using zoom. This is addressed in the local building inductionAlternative arrangements have been provided for meetings e.g. virtual meetings on Zoom or Skype for business. Large gatherings have been cancelled or postponed or alternative IT solutions provided. (Critical Training courses may still be performed but only following the Covid-19 guidance.)Managers perform frequent evaluation against social distances controls through the review of the risk assessment every month as a minimum or after any significant increase in staff numbers. Posters are displayed in corridors, stairwells and in laboratories reminding people about social distancing. Managers reinforce the social distancing message via the building induction through group meetings and via the weekly staff meetings on zoom. Where the social distancing guidelines cannot be followed in full in relation to a particular activity including the external shed at the rear of the building where we store bulky items. We will advise people to wear face coverings when they need to be together to complete a task closer than 2 metres. We will consider whether this type of activity needs to continue, and, if so, where it does, all mitigating actions possible to reduce the risk of transmission between staff have been included in a task specific risk assessment. Mitigating actions include: * Further increasing the frequency of hand washing and surface cleaning.
* Keeping the activity time involved as short as possible.
* Using back-to-back or side-to-side working (rather than face-to-face) whenever possible.
* Reducing the number of people each person has contact with by using ‘fixed teams or partnering’ (so each person works with only a few others).
* Re-engineering the technical activity.

Hygiene guidance given such as avoiding touching eyes, nose, mouth and unwashed hands, cover your cough or sneeze with a tissue, and throw it away in a bin and wash your hands. Individual risk assessments conclude that there is no additional requirement for PPE unless staff members need to work closer than 2 m apart to complete a specific task | 4 | 2 | 8 | Yes | Risk assessment will be reviewed at least monthly and after any confirmed infection of a staff member or student. | 4 | 1 | 4 |  |  |  |
| Biological Biological | Suspected case of COVID-19 Suspected case of COVID-19  | Staff and research students | Exposure to respiratory droplets carrying and contact with an object that has been contaminated with COVID-19.Exposure to respiratory droplets carrying and contact with an object that has been contaminated with COVID-19. | Response plan in place in the event a confirmed or suspected case of COVID-19 and communicated and includes:* If a person becomes unwell in the workplace with suspected COVID-19, they will be sent home in accordance to the University guidance. Managers will follow the NHS Test and Trace workplace guidance: <https://www.gov.uk/guidance/nhs-test-and-trace-workplace-guidance>

The person will be removed from building swipe card access by the Technical Manager for the duration of their self-isolation and treatment. The Head of Operations will be informed and will record details of when the person reported being unwell and the action taken* **On confirmation of a case within our buildings we will email all staff and students who have building access informing them of the actions taken and any additional requirements they should follow. We will also reinforce our advice on who to contact if they have any concerns.**
* The area will be cleaned in accordance with the specific Government [guidance](https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings/covid-19-decontamination-in-non-healthcare-settings) and includes:
	+ Cleaning an area with sanitiser after someone with suspected COVID-19 has left will reduce the risk of passing the infection on to other people
	+ Where possible the area will be closed and secure for 72 hours, before cleaning as the amount of virus living on surfaces will have reduced significantly by 72 hours
	+ Disposable gloves, masks and aprons will be worn for cleaning. These will be double bagged, then stored securely for 72 hours then thrown away in the regular rubbish after cleaning is finished
	+ Once symptomatic, all surfaces that the person has come into contact with will be cleaned (including touchpoints)
* Provision and monitoring of adequate supplies of cleaning materials are in place.
* Team briefed on actions to be taken in the event of someone being suspected of having COVID-19.
* Staff must tell their line manager if they develop symptoms. Absence will be managed in accordance to the University guidance provided.
* Employees to follow the Government advice: <https://www.gov.uk/coronavirus>
* Line managers will maintain regular contact with staff members during this time and monitor for signs of symptoms in the remaining workforce and keep Senior Managers informed of the situation whilst following the Government’s guidance for contact tracing: contact with co-workers: <https://www.gov.uk/guidance/nhs-test-and-trace-workplace-guidance>
* If multiple cases of coronavirus appear in a workplace, an outbreak control team from either the local authority or Public Health England will, if necessary, be assigned to help the University manage the outbreak. The University will seek advice from the local authority in the first instance.
* Staff will be told to isolate because they:
	+ have coronavirus symptoms and are awaiting a test result
	+ have tested positive for coronavirus
	+ are a member of the same household as someone who has symptoms or has tested positive for coronavirus
	+ have been in close recent contact with someone who has tested positive and received a notification to self-isolate from NHS test and trace.
* Line managers hold regular discussions with their staff to identify those considered in ‘at risk’ groups - which include those who are 70 or over, have a long-term condition, are pregnant or have a weakened immune system, or are living/caring for someone in these groups and will ensure additional measures are put in place to protect them including working from home. We have weekly staff meetings on zoom hosted by the Head of School where we discuss these issues
* Staff will be encouraged to download the government COVID-19 contract tracing app when available. The buildings induction material contains links to the government track and trace service and details of who to contact if they feel ill. We will update this information when the app is available.
 | 4 | 2 | 8 | Yes |  | 4 | 1 | 4 |  |  |  |
| Biological | Someone entering the workplace with COVID-19 | .Staff and research students | Exposure to respiratory droplets carrying and contact with an object that has been contaminated with COVID-19. | Companies who regularly attend or work in the building requested to provide their health and safety policy/arrangements / or RAMS (risk assessment and method statement) regarding COVID-19. Entry into the building will not be permitted until receipt of the RAMS. Everyone who attends the building will be given an induction and a register kept.Services are working with the University’s supply chain to ensure that they’re adopting good practices to prevent the spread of COVID-19 to discuss arrangements and control measures. Anybody visiting site will be informed that they are not to enter if they’re experiencing COVID-19 symptoms or should be self-isolating under the government Guidelines.If a person becomes unwell in a University workplace with suspected COVID-19, they will be sent home in accordance to their company’s guidance. University managers will follow the NHS Test and Trace workplace guidance for any University staff that may have come into contact with them: <https://www.gov.uk/guidance/nhs-test-and-trace-workplace-guidance> | 4 | 2 | 8 | Yes |  |  |  |  |  |  |  |
| EnvironmentalEnvironmentalEnvironmentalEnvironmental | Virus transmission in the workplaceVirus transmission in the workplaceVirus transmission in the workplaceVirus transmission in the workplace | Staff and research students | Contact with an object that has been contaminated with COVID-19 and which subsequently transmits this to another person e.g. surfaces, any inanimate objects & touch points including work surfaces, work equipment, door handles, banisters, chair arms and floors.Contact with an object that has been contaminated with COVID-19 and which subsequently transmits this to another person e.g. surfaces, any inanimate objects & touch points including work surfaces, work equipment, door handles, banisters, chair arms and floors. | Individuals have been instructed through the building induction and are regularly reminded to clean their hands frequently with soap and water for 20 seconds and the importance of proper drying in accordance with the NHS Guidance:<https://www.nhs.uk/live-well/healthy-body/best-way-to-wash-your-hands/>Posters are displayed in corridors, stairwells, lift and in welfare facilities.Soap and water are provided in laboratories. Hand sanitiser is provided in the workplace and adequate supplies are maintained and are placed at entrance/ exits to the building and in welfare areas. A supply of alcohol wipes, paper towels and sanitiser for each laboratory provided. Individuals are reminded to catch coughs and sneezes in tissues – Follow: “Catch it, Bin it, Kill it” and to avoid touching face, eyes, nose or mouth with unclean hands. Posters are displayed around the workplace.To help reduce the spread of coronavirus (COVID-19) individuals are reminded via the Covid newsletter produced by the University and emailed to staff; building induction and weekly all staff meetings arranged on zoom with Head of School of the public health advice:<https://www.gov.uk/government/publications/coronavirus-outbreak-faqs-what-you-can-and-cant-do/coronavirus-outbreak-faqs-what-you-can-and-cant-do>We have agreed with cleaning staff that they will clean corridors and touch points regularly. They will also empty bag bin waste. Technical staff will be responsible for cleanliness in the laboratories; they will supplement cleaning services duties by regular cleaning of touch points. Cleaning products and disposable cloths have been made available to all occupants and everyone will be briefed on the importance of keeping surfaces and work equipment clean during the building induction. One-way systems are in place and where this is not possible 2-way systems will be used, notices explaining social distancing measures are displayed. Most labs are keypad entry, with sanitiser wipes provided. The Stratocore booking system for equipment has been modified to include a cleaning delay built in before and after an equipment session so that equipment users can sanitise the item before and after use and it is clean for the following person. Each individual user is responsible for cleaning of the area before they use kit and to clean up afterwards. This is made clear in the building induction. Objects and surfaces that are touched regularly are cleaned frequently. Each individual user is responsible for cleaning before and after use with provided wipes, such as door handles and keyboards, and making sure there are adequate disposal arrangements.Internal doors that **are not** signed as fire doors (unless held open with a mechanical device) are kept open whilst working (last person out shuts the doors) to prevent multiple people using door handles. There are cleaning procedures for goods and merchandise entering the site. Goods inwards are stored for 72 hours prior to opening. Staff are advised to wash their hands after handling packages. Hand sanitiser is provided where this is not practical. We advise staff that personal deliveries are not allowed.Everyone is encouraged to keep personal items clean including washing spectacles with soap and water, clean phones, keyboards and shared machinery handles etc before, after and during work. Staff have been encouraged to bring their own food and kitchen utensils including mugs/cups, cutlery etc.Staff instructed via local induction to use the ground floor lockers to store personal belongings. A two-way system is in place with line of sight. Staff are asked to wait until the area is clear before entering the locker area. Lab clothing and PPE equipment such as goggles will be kept by individual users and not shared. We will store lab coats which require cleaning for 72 hours in red bin bags before washing in-house to prevent cross contamination. We will require the technician who launders the coats to wear PPE to empty the bags and load the machine. We have a supply of gloves and single use 3D printed face shields that can be used for this purpose.COVID-19 cleaning products used have a current valid chemical risk assessment in place and are used in accordance with all prescribed risk controls and monitoring requirements. They are stored so that they are readily available to all users and are labelled according to the Globally Harmonised System of Classification and Labelling (GHS). (See location specific chemical risk assessments for cleaning products used within the area). All university staff are encouraged to avoid direct personal contact with others i.e. shaking hands etc. | 4 | 2 | 8 | Yes |  |  |  |  |  |  |  |
| Organisational Organisational | Exposure to Existing HazardsExposure to Existing Hazards | Staff and research students | Increased risk of harm due to controls included in existing risk assessments & safety arrangements affected by COVID-19 measuresIncreased risk of harm due to controls included in existing risk assessments & safety arrangements affected by COVID-19 measures | All relevant pre-existing (non COVID) risk assessments including lone working assessments and procedures have been reviewed to take into account the impacts of social distancing and other COVID counter measures.PPE related risk assessments have been reviewed to ensure that PPE is provided on an individual basis. Usage is monitored to ensure suitable level of stock of certain PPE such as face masks etc during this time due to global shortages. Individuals maintain their own equipment in a sterile condition. Storage has been reviewed to provide individual storage arrangements. The taking home of PPE is not permitted and all single use PPE will be disposed of safely after use.Emergency Procedures reviewed and revised including:* **Communication**: the building specific induction training informs people that in an emergency, for example, an accident or chemical spill or fire, people do not have to stay 2m apart if it would be unsafe.
* **Fire procedures:** number and details of nominated fire warden(s) in place, fire muster point confirmed and PEEP requirements defined including who will assist with their evacuation in an emergency. No current staff or students who work in Biochemical Engineering have a PEEP. Required modifications to fire alarm practices and evacuation drills to cater for COVID-19 measures have been addressed; as we will have less than the normal number of fire wardens in the building we will advise during induction that staff and research students make sure that everyone leaves their work area in an emergency and to be extra cautious when leaving the building, these measures that the activity is still compliant with relevant building and fire codes.
* **First Aid:** First aid needs assessment reviewed to take into account any new Guidelines issued by the [University](https://intranet.birmingham.ac.uk/staff/coronavirus/faqs-for-staff.aspx) or [HSE](https://www.hse.gov.uk/), and first aid information including the location of first aid kits and first aider contact information up to date. Information on first aiders and where to find them is included in the building induction and first aid posters throughout the School amended as required.
* **Hygiene:** Washing facilities with soap/gel available (see Cleaning below). People involved in the provision of assistance to others have been informed to pay particular attention to sanitation measures immediately afterwards including washing hands.

Safety critical roles will remain in place to aid safe operation. In the event of safety critical roles not being available then a dynamic risk assessment shall be performed by the School Head and Safety Co-ordinator to ensure measures are introduced to mitigate risk (for example, another area within the building or campus could have a critical role such as first aider that could cover as a temporary solution).Business continuity and disaster recovery plans updated based on COVID-19 implications including Contingency plan are in place for possible switch back to lockdown.Life-saving rules, will continue to be governed, enforced and communicated during COVID-19 in particular “speaking up” if they witness any unsafe behaviours, conditions or symptoms related to COVID-19. During induction, staff/students are advised to contact Head of School, Head of Operations and Buildings Manager if they have any concerns. We advise them of contact details for Unison, UCU and Unite union health and safety representatives who they can contact for impartial advice and support | 2 | 2 | 4 | Yes | Lone working will not be allowed whilst virus is circulating amongst the general population. If people do have to work at distances less than 2 metres apart they will wear appropriate PPE and where possible will work with the same colleague to minimise risk to others. |  |  |  |  |  |  |
| Environmental | Inbound & Outbound Goods including Post | Staff and research students | Exposure to contact with an object that has been contaminated with COVID-19. | No deliveries will be made to our building, they will be collected from stores by staff ordering goods. Stores staff will email staff when a delivery arrives and will arrange a suitable time for collection Fork lift truck access by arrangement in advance. Same two drivers will work as a pair when required and they will wear appropriate PPE. | 4 | 2 | 8 | Yes |  |  |  |  |  |  |  |
| Environmental | Virus transmission outside of the workplace | Staff and research students | Exposure to respiratory droplets carrying and contact with an object that has been contaminated with COVID-19. | On the outside / approach to the building there is signage to warn all prior to entering this building social distancing is in place (keep 2m apart).There is signage advising staff to wash their hands regularly and not to touch their face.Staff are advised to stagger entry and exit times to the building to prevent queuing. WhatsApp groups arranged by the PIs will be used to contact and advise staff.Controlled access and egress is monitored on the Gallagher door entry system to ensure it is followed. | 4 | 2 | 8 | Yes |  |  |  |  |  |  |  |
| Organisational | Travelling to work |  | Exposure to respiratory droplets carrying COVID-19. | Sufficient parking restrictions to maintain social distancing measures in place.Facilities such as bike-racks are provided to help people walk, run or cycle to work where possible.Workers told to avoid public transport where applicable and using alternatives e.g. cycling, walking to work etc. Where staff are not able to avoid public transport they do so in accordance with Government and University Guidance: <https://www.gov.uk/coronavirus>https://intranet.birmingham.ac.uk/staff/coronavirus/faqs-for-staff.aspx | 4 | 2 | 8 | Yes |  |  |  |  |  |  |  |
| Organisational | Driving at work |  | Exposure to respiratory droplets carrying and contact with an object that has been contaminated with COVID-19. | Non-essential travel is minimised – remote options considered first. Alternative solutions to two-person delivery have been put in place including delayed delivery of large items or using an alternative method, for example, mechanical / material handling equipment. Sufficient quantities of hand sanitiser /wipes are retained within vehicles to enable workers to clean hands after each delivery / drop-off.Staff are encouraged to wash hands before using the forklift. | 4 | 1 | 4 | Yes | Our only drivers are fork lift truck drivers, their use will be negligible and if necessary, the same two drivers will work as a pair with the second staff member meeting the fork lift at the destination. They will not travel together in the cab. |  |  |  |  |  |  |
| Mechanical | Machinery & Equipment |  | Exposure to respiratory droplets carrying and contact with an object that has been contaminated with COVID-19. | Equipment and surfaces that are touched regularly will be frequently cleaned and disinfected. During induction, **s**taff are advised to clean their equipment work area after every use. Supervisors emphasise any changes to cleaning protocols in their respective labsSterilising wipes and cloths are provided in the area to clean machines and equipment prior to the commencement of work and upon completion. If machines and equipment are shared, sterilising will be carried out between operations. | 4 | 2 | 8 | Yes |  |  |  |  |  |  |  |
| Environmental | Ventilation |  | Exposure to respiratory droplets carrying COVID-19. | All ventilation has been serviced as required. All filters have been changed as required.Building users are encouraged where possible to ensure windows are open. | 4 | 1 | 4 | Yes |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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**Risk Assessment Guidance**

Risk Scoring System

The scoring system is provided as a tool to help structure thinking about assessments and to provide a framework for identifying which are the most serious risks and why.

|  | **Consequence / Severity score (severity levels) and examples of descriptors**  |
| --- | --- |
|  | **1**  | **2**  | **3**  | **4**  | **5**  |
| **Domains**  | **Negligible**  | **Minor**  | **Moderate**  | **Major**  | **Catastrophic**  |
| **Impact on the safety of staff, students or public (physical / psychological harm)**  | Minimal injury not requiring first aid or requiring no/minimal intervention or treatment. No time off work | Minor injury or illness, first aid treatment needed or requiring minor intervention.Requiring time off work for <3 days  | Moderate injury requiring professional intervention Requiring time off work for 4-14 days RIDDOR / MHRA / agency reportable incident  | Major injury leading to long-term incapacity/ disability (loss of limb)Requiring time off work for >14 days  | Incident leading to death Multiple permanent injuries or irreversible health effects |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Likelihood score**  | **1**  | **2**  | **3**  | **4**  | **5**  |
| **Frequency** | **Rare**  | **Unlikely**  | **Possible**  | **Likely**  | **Almost certain**  |
| **Broad descriptor**  | This will probably never happen/occur | Do not expect it to happen/occur but it is possible it may do so | Might happen or occur occasionally | Will probably happen/occur but it is not a persisting issue | Will undoubtedly happen/occur, possibly frequently |
| **Time-framed descriptor** | Not expected to occurfor years | Expected to occurat least annually | Expected to occur atleast monthly | Expected to occur at least weekly | Expected to occur at least daily |
| **Probability** Will it happen or not? | <0.1 per cent | 0.1–1 per cent | 1.1–10 per cent | 11–50 per cent | >50 per cent |

The overall ***level of risk*** is then calculated by multiplying the two scores together.

**Risk Level = Consequence / Severity x Likelihood (C x L)**

|  |  |
| --- | --- |
|  | **Likelihood**  |
| **Likelihood score**  | **1**  | **2**  | **3**  | **4**  | **5**  |
|  | **Rare**  | **Unlikely**  | **Possible**  | **Likely**  | **Almost certain**  |
| **5 Catastrophic**  | 5  | 10  | 15  | 20  | 25  |
| **4 Major**  | 4  | 8  | 12  | 16  | 20  |
| **3 Moderate**  | 3  | 6  | 9  | 12  | 15  |
| **2 Minor**  | 2  | 4  | 6  | 8  | 10  |
| **1 Negligible**  | 1  | 2  | 3  | 4  | 5  |

The Initial Risk Rating is the level of risk before control measures have been applied or with current control measures in place.

The Residual Risk is the level of risk after further control measures are put in place.