GENERAL HEALTH AND SAFETY RISK ASSESSMENT FORM

| Site | **Aston Webb B Block Building** **HR - have completed a separate risk assessment for their locations in B Block****Executive Support Division – have completed a separate risk assessment for their locations in B Block**  | **Department** | **FINANCE**  | **Version / Ref No.** | **0.6** |
| --- | --- | --- | --- | --- | --- |
| **Activity Location** | **Finance occupied space in B Block** **Two IT rooms in B Block** **Common stairwells and corridors in B Block** | **Activity Description** | **Return to Campus COVID-19: Building Risk Assessment****Desk based finance office staff plus Student Fees area. Approx. 100 FTEs****IT staff. 6 FTE** |
| **Assessor** | **Jon Darling** | **Assessment Date** | **13/08/2020****04/09/2020****02/11/2020****07/01/2021****31/03/2021** | **Date of Assessment Review** | **13/04/2021** |
| **Academic / Manager Name** | **Erica Conway**  | **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  | Anxiety and stress caused by concerns around returning to work and studies on Campus | Regular communication is in place (individual and group) to ensure staff are informed about returning to work safely:* Top down communication from Senior Officer and Finance Leadership Group (FLG) providing a framework for return to the office (emails and virtual meetings of all staff)
* Ongoing 121 meetings between line managers and employees
* FAQs at University level provide institutional guidance

<https://intranet.birmingham.ac.uk/staff/coronavirus/faqs-for-staff.aspx>* FAQs produced by Finance for all staff
* Finance Return to Campus Induction presentation has been prepared for all staff (note – this has been shared with IT managers in the building)

Building specific (i.e. Block B Aston Webb) communication will be provided to staff prior to returning to their designated place of work (i.e. stating entrance and exit doors in use / use of two way systems etc).  This will be documented within the Finance Return to Campus Induction presentation.New workplace/controls put in place to reduce risk of exposure to COVID 19 will be documented in the Finance Office FAQs, Finance Return to Campus Induction presentation or building communication and disseminated to employees through line Managers and team meetings. These include:* ***Social distancing: General guidance for staff and students***

*Referred to as the Health and Safety handbook:* <https://intranet.birmingham.ac.uk/staff/coronavirus/essential-resources-and-checklist.aspx>* ***Social distancing: Buildings adaptations guidance***

*Referred to as the Health and Safety handbook:* <https://intranet.birmingham.ac.uk/staff/coronavirus/essential-resources-and-checklist.aspx>* ***Social distancing***: ***Product solutions booklet***

<https://intranet.birmingham.ac.uk/staff/coronavirus/essential-resources-and-checklist.aspx>* ***Social distancing: Building checklist*** *(completed for Aston Webb Block B, available on Finance MS TEAMS site)*
* ***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)**

 Risk assessment to be shared with staff and an electronic copy available on the Finance MS TEAMS site.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 and individuals have been made aware via Finance Return to Campus presentation, team meeting and 1-2-1 meetings, of guidance available in relation to this: <https://www.hse.gov.uk/stress/><https://intranet.birmingham.ac.uk/staff/coronavirus/Coronavirus-wellbeing-support.aspx><http://www.selfhelpguides.ntw.nhs.uk/birmingham/leaflets/selfhelp/Stress.pdf> | 3 | 2 | 6 | Yes |  |  |  |  |  |  |  |
| Organisational | Psychological well being | Staff | Anxiety and stress caused by concerns around returning to work on Campus | Managers hold regular informal discussions via team meetings and 1-2-1s with their team and look at ways to reduce causes of stress. Concerns on workload issues or support needs are escalated to line manager through 1-2-1s or on an adhoc basis as needed. Staff who were previously advised by Occupational Health or a medical professional (including a midwife in respect of pregnancy) ***not*** to work on campus, have had arrangements made to ensure they do not return to working on campus until such time as advised by Occupational Health.Staff who are in the [clinically extremely vulnerable group](https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19#what-will-change-from-1-august) (i.e. those previously advised to shield), have had arrangements made to work from home, where possible, for the duration of the roadmap as per the Government advice. Where this is not possible, managers have discussed possible options with the individuals regarding working on campus. Prior to working on campus, staff in this category have been referred to Occupational Health for review using the specific Covid-19 Occupational Health referral form is available [here](https://intranet.birmingham.ac.uk/hr/wellbeing/index.aspx). Staff who are clinically vulnerable (any of the conditions detailed on the Government’s guidance page, available [here](https://www.gov.uk/government/publications/staying-alert-and-safe-social-distancing/staying-alert-and-safe-social-distancing-after-4-july#clinically-vulnerable-people)) have discussed their working arrangements and the requirement for on campus presence, with their line manager to consider how they can continue to work safely including working from home. Where people cannot work from home previous returning to working on campus assessments undertaken in Autumn 2020 have been reviewed to ensure that no significant factors have changed in the intervening period. If there have been any changes then a new review has been undertaken. If there have been no significant change in factors, the previous assessment and any prior mitigating actions agreed (where they are still relevant) have been applied.<https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19#who-is-clinically-extremely-vulnerable>Existing risk assessments including those for new or expectant mothers reviewed and revised to reflect new working arrangements. Reasonable adjustments made, including those needed for PEEPs 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. Employees invited to return back to work on Campus who have concerns about either continuing to work on Campus or working from home/remotely have discussed these with their line manager or supervisor either using the [University’s Covid-19 Return to Campus Discussion Form](https://intranet.birmingham.ac.uk/hr/documents/public/Wellbeing/Covid-19-Return-to-Campus-Discussion-Form.docx) or an alternative method whereby concerns have been formally recorded and where necessary an occupational health referral has been made using a standard Management Referral available via the HR Portal.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> | 3 | 2 | 6 | Yes |  |  |  |  |  |  |  |
| Biological | Virus transmission in the workplace | Staff / Other visitors | Exposure to respiratory droplets carrying COVID-19 from an infectious individual transmitted via sneezing, coughing or speaking. | ***Social distancing: Aston Webb B Block Building checklist***has been completed to identify the control measures to consider reducing the risk of workplace infections. Staff work using the mixed model of site and home based as agreed with line manager, in line with Government and University guidance.Managers ensure staff with any form of illness do not attend work / Campus until the illness has been verified as not being Covid-19. Managers/supervisors keep track of when staff and students can return to work/ Campus after the symptom free period. Communications will emphasise the importance of staying home when showing symptoms. Details on process to follow in the event of suspected or actual Covid-19 cases are being distributed to all Line Managers prior to return to campus. The process will additionally be available on the Finance MS TEAMS site. Regular access to the Lateral Flow Device screening tests provided to staff and students who are coming onto campus.***Social distancing measures*:** Clear signage has been put in place throughout the building to remind staff to keep distance, highlight the importance of hygiene etc. Reduced capacity for individual rooms and reduced numbers of desks in use to support 2m distancing. These are clearly identified within the building. Screens will be used in Student Fees if using for student contact. 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 are to be completed by all staff working 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) have received a building specific induction including information and on-site induction.  Non-essential trips within buildings are to be discouraged. Remote working tools are to be encouraged e.g. TEAMS rather than use of physical equipment e.g. telephones. Where necessary hand sanitiser and wipes to be made available. External visitors on site to be discouraged – remote working tools to be used.  If not possible:Finance: all to come through Aston Webb reception. Such visitors will report to reception and reception will contact finance. IT: To meet third party engineers at a designated location and then escort the third party to the relevant working area to complete the repair. Details of all visitors to be recorded to support track and trace. No unexpected employee / 3rd party arrivals allowed. Communicated in the Finance return to Campus Induction presentation and FAQs.Schedules for essential services and contractor visits revised to reduce interaction and overlap between people and building managers and occupants informed of when the visits will take place and which services are being maintained.Un-essential trips within buildings and sites discouraged and reduced. | 3 | 3 | 9 | Yes |  |  |  |  |  |  |  |
| Environmental | Virus transmission in the workplace due to lack of social distancing   | Staff / Other visitors | Exposure to respiratory droplets carrying COVID-19 from an infectious individual transmitted via sneezing, coughing or speaking. | Only work authorised and approved by the Government and University is permitted in University buildings.Workplace routines changed to ensure room capacity calculated to maintain social distancing at least 2m is not exceeded including:  * A blended working pattern of off and on-site work to be operated to ensure that staff numbers onsite are limited to the number of desks available given social distancing requirements.
* Teams have been allocated a space to manage their main activities in so to create ‘bubbles’ and reduce contact with other employees as much as possible.
* Rota systems to be put in place by teams to manage within the allocated space.
* Staff are expected to use only the specific allocated desk.
* Staff have been informed they must clean their allocated desk at the start and end of every day, including any equipment such as telephone/mouse they may use.
* Teams are expected to stagger arrival and departure times to reduce crowding into and out of the workplace, taking account of the impact on those with protected characteristics. Arrival and departure times are agreed between staff and their direct line manager.

To help contain clusters and outbreaks and assist the University with any requests for data by the NHS Test and Trace service a temporary record of rotas and attendance in the building is kept for 21 days. Track and trace information as required by the University is maintained on the Finance Leadership Group MS Teams site. Staff are not allowed into the office unless their contact details have been recorded. Procedure in place for dealing with instance of unexpected employees (identified through not wearing the authorised lanyard) / 3rd party arrival (e.g. 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: Aston Webb Block B 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 implemented (separate entrance and exit doors) as needed and visual aids / signage are used for maintaining social distancing two meters distance throughout the workplace. Staff are reminded of the importance of social distancing both in the workplace and outside of it via signage and equipment. The use of remote working tools to be encouraged for team meetings. Meeting rooms have clear signage outlining the maximum number of individuals who can safely work in the space. Staff activities are segregated to promote 2 metres distance including:  * Desks are arranged to ensure employees are not directly facing another employee.
* Available desks have signage 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 on each room e.g. offices, open plan offices, meeting rooms.
* Capacity limits have been set for common facility areas (e.g. toilets, welfare areas etc.).
* Staff encouraged to bring their own food and drink to keep at their desks to reduce the use of shared kitchens / use safe outside areas for breaks where available.
* Small kitchens within B Block - reduced capacity to 1 person occupancy at a time.  All users are encouraged to wash their hands prior to using equipment (kettle/fridge/tap) and to wash their hands after use. Additional signage for the correct method for handwashing displayed.
* Additional signage has been placed on facilities doors to announce people’s presence if needed and to ensure hands are washed via correct method for handwashing prior to and after use. Building users are reminded to leave the facilities in a respectable condition.

Student numbers to be minimised through use of a booking system within the Student Fees area. Clear method of socially distancing of staff and students in Student Fees area is defined and implemented including:* Student fees reception area clearly identifies waiting locations for students at a 2 meter distance through ‘stand here’ signs.
* Maximum of two counters to be used in order to meet 2 meter social distance requirements.
* Screens used to segregate people at the counters from students.
* Measures in Student Fees will be monitored by the Head of Transactions Services.

Visits from people outside of the building are managed via remote connection/working where this is an option. Where this is not an option and only if the visit is essential visitor arrangements have been revised to ensure social distancing and hygiene at all times. Finance: All visitors to come through Aston Webb reception.IT: Engineers to be met at a designated location and escorted to the place of repair.No unexpected employee / 3rd party arrivals allowed. Staff are actively discouraged from having visitors within the Finance Return to Campus Induction presentation. A visitor log for track and trace purposes has established, with the staff member having responsibility for completion.Corridors have:* Clear signage indicating direction of travel and if one-way / two-way.
* Where two way people using the corridor must stay on the left.
* Hand sanitiser and wipes provided at touch points.
* Additional signage in corridors reminding staff about social distancing.

Information provided and signs displayed informing people to use the stairwells rather than lifts unless they have difficulty using the stairs. Designated lift as upward and downward travel. The maximum occupancy of the lift has been reduced to one*.* Hygiene signs and hand sanitisers provided / users encouraged to wash their hands on leaving the lift. Stairwells have a two way system of use but should be used by only one person at a time. Additional signage in stairwells reminding staff about social distancing. Wash hands / use hand sanitiser on exit from stairwell.Additional signage placed on doors to announce people’s presence where it is difficult to get visual sight.Social gathering amongst employees have been discouraged whilst at work including meetings where alternative arrangements have been provided e.g. virtual meetings on Skype, Zoom and TEAMS. Large gatherings including events in public outdoor spaces that are organised by the University that are unable to be provided by alternative IT solutions are only permitted with steps to mitigate the risk of transmission and in line with COVID-19 Secure guidance including the completion of a specific risk assessment. <https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19> Staff can raise any concerns to their line managers on email or during 1-2-1 meetings. Controls will then be amended as and when required. In addition, Finance Leadership will review the controls in practice and discuss with appropriate staff / take action as required. Staff are reminded during team meetings and displayed posters of the importance of social distancing both in the workplace and outside of it.Near-miss reporting is encouraged to identify where controls cannot be followed or people are not doing what they should, direct to a Line Manager is acceptable or using the University’s incident reporting form. Only work authorised and approved by the Government and University is permitted in University buildings. Individuals (including staff, students, visitors and contractors), unless exempt, are required to wear face coverings, inside all University buildings at all times except where there is reasonable justification for not wearing them e.g. in single occupancy rooms, in multi-occupancy staff workplaces where there is over 2m social distancing between staff and good ventilation, where it impacts on teaching and learning activities or the ability to undertake strenuous or practical activities including participating in sports. Information provided in the University and local communications and local inductions and signs displayed informing people of the mandatory requirement to wear a face covering within the building. Individuals have been reminded through the Finance Return to Campus presentation of how to use face coverings safely including the following:When wearing a face covering you should:* wash your hands thoroughly with soap and water for 20 seconds or use hand sanitiser before putting a face covering on
* avoid wearing on your neck or forehead
* avoid touching the part of the face covering in contact with your mouth and nose, as it could be contaminated with the virus
* change the face covering if it becomes damp or if you’ve touched it
* avoid taking it off and putting it back on a lot in quick succession (for example, when leaving and entering buildings)

When removing a face covering:* wash your hands thoroughly with soap and water for 20 seconds or use hand sanitiser before removing
* only handle the straps, ties or clips
* do not give it to someone else to use
* if single-use, dispose of it carefully in a residual waste bin and do not recycle
* if reusable, wash it in line with manufacturer’s instructions at the highest temperature appropriate for the fabric
* wash your hands thoroughly with soap and water for 20 seconds or use hand sanitiser once removed

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. This is covered in the Finance Return to Campus Induction presentation and reinforced with signage on columns within the building. | 3 | 3 | 9 | Yes |  |  |  |  |  |  |  |
| Biological  | Suspected case of COVID-19  | Staff  | Exposure to respiratory droplets carrying and contact with an object that has been contaminated with COVID-19. | Response plan in place in the event of 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 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)
* Provision and monitoring of adequate supplies of cleaning materials are in place.
* University process for managing escalations of suspected and confirmed Covid-19 case to be followed. This process will be available online on the Finance MS TEAMS site.
* Team briefed through Finance Return to Campus Induction presentation and team meetings on actions to be taken in the event of someone being suspected of having COVID-19.  Line managers have a specific briefing prior to attendance at the office.
* 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 in accordance with the University sickness absence guidance 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 an individual tests positive for COVID-19 this will be managed in accordance with the University’s [Test, Trace and Protect Process](https://intranet.birmingham.ac.uk/staff/coronavirus/test-and-trace.aspx).
* 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.
* Individuals 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.

<https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance/stay-at-home-guidance-for-households-with-possible-coronavirus-covid-19-infection> | 3 | 3 | 9 | Yes |  |  |  |  |  |  |  |
| Biological | Someone entering the workplace with COVID-19 | Staff / Other visitors | Exposure to respiratory droplets carrying and contact with an object that has been contaminated with COVID-19. | External visitors from people outside of the building to be discouraged – use remote working tools and hold virtual meetings. If not possible: Finance: All visitors to come through Aston Webb reception.IT: Engineers to be met at a designated location and escorted to the place of repair. No unexpected employee / 3rd party arrivals allowed. This will be communicated to staff through the Finance Return to Campus Induction presentation.  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.  Details of any visitor will be logged to ensure that track and trace is possible in the event of an infection at the office.  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>  | 3 | 2 | 6 | Yes | .  |  |  |  |  |  |  |
| Environmental  | Virus transmission in the workplace | Staff | 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 will be instructed through the Finance Return to Campus Induction presentation 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 around the workplace, including in welfare facilities e.g. kitchens, corridors, toilets  Soap and water and hand sanitiser are provided in the workplace and adequate supplies are maintained and are placed at the entrance / exits to the building and in other areas where they will be seen e.g. office spaces and meeting rooms. Individuals have been informed to check their skin for dryness and cracking and to inform their line manager or supervisor if there is a problem.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 in the Finance Return to Campus presentation 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>Cleaning controls are in place to keep surfaces clean and free of contamination, disposable wipes will be made available to staff and everyone will be briefed on the importance of keeping surfaces and work equipment clean via the Finance Return to Campus Induction presentation. Use of high-touch items and equipment, for example, printers or whiteboards is to be discouraged.  Staff are expected to clean before and after use. This is communicated in the Finance Return to Campus Induction presentation. Sharing of equipment is restricted where possible and cleaned before and after use. Individual staff members generally have their own equipment. Staff are requested to bring in their own headphones to minimise the use of telephone handsets.  Objects and surfaces that are touched regularly are cleaned frequently by the users using antibacterial wipes such as keyboards and making sure there is adequate disposal. Internal doors that **are not** signed as fire doors (unless held open with a mechanical device) kept open whilst working (last person out shuts the doors) to prevent multiple people using door handles.Individual work desks will be used by named individuals on any given day who are responsible for cleaning the surfaces at the end of every day.  A clear desk policy will be introduced to reduce the number of personal items on desks and to be practiced when the space is in use or not in use. There are cleaning procedures for goods and merchandise entering the site. Hand sanitiser available where hand-washing facilities are limited. Non-business deliveries stopped, for example, personal deliveries to workers.There should be no sharing of office supplies and the passing of items between people should be reduced wherever possible. This will be communicated to staff. In the Finance Return to Campus Induction presentation.Everyone will be encouraged to keep personal items clean including washing spectacles with soap and water, clean phones, keyboards etc. before, after and during work.   Staff will be encouraged to bring their own food and kitchen utensils including mugs/cups, cutlery etc.  All university staff are encouraged to avoid direct personal contact with others i.e. shaking hands etc. Line managers will monitor and supervise that staff are following controls e.g. implementing the new cleaning regime, following hygiene procedures etc. Finance Leadership will additionally perform spot checks/ question staff and take appropriate action as required. | 3 | 3 | 9 | Yes | .  |  |  |  |  |  |  |
| Organisational  | Exposure to Existing Hazards | Staff | Increased 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.Specific / specialist PPE not required for the roles performed within this building. Emergency Procedures reviewed and revised including:* **Communication**: people will have been made aware in the Finance Return to Campus Induction presentation 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. Required modifications to fire alarm practices and evacuation drills to cater for COVID-19 measures have been addressed; ensuring that the activity is still compliant with relevant building and fire codes.  The impact of any Local or National Government lock downs has been considered with additional communication re: Fire Safety Briefing and further checks introduced in respect of PEEP requirements.
* **First Aid:** First aid needs assessment reviewed to take into account  the impact of any Local or National Government requirements and 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.   If required, Security is contactable for additional assistance on 0121 4144444.
* **Hygiene:**  Washing facilities with soap/gel available. People involved in the provision of assistance to others will be 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 line manager 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).Security implications of changes made to operations and practices in response to COVID-19, Local or National Government requirements, have been considered.Business continuity and disaster recovery plans are up to date and tested, and consider a possible switch back to national or local lockdown.Life-saving rules, will continue to be governed, enforced and communicated during COVID-19 especially during any Local or National Government lockdowns in particular “speaking up” if they witness any unsafe behaviours, conditions or symptoms related to COVID-19.  Anyone who have any concerns should discuss them in the first instance with their line manager, but a system using the generic email address gees-safety@contacts.bham.ac.uk is in place to let any worker raise any issues in confidence. | 3 | 2 | 6 | Yes |  |  |  |  |  |  |  |
| Environmental | Inbound & Outbound Goods including Post | Staff  | Exposure to contact with an object that has been contaminated with COVID-19. | Logistics for the deliveries to the B Block has been considered and include: * Pick-up and drop-off collection points, procedures, signage and markings revised.
* Methods to reduce frequency of deliveries in place - ordering larger quantities less often.
* Electronic paperwork is used where possible, and procedures reviewed to enable safe exchange of paper copies where needed, for example, required transport documents.
* Delivery and receipt confirmation made contactless and physical contact when handing goods over to the customer has been avoided.
* Where possible all deliveries are stripped of all packaging (which is disposed of).
* Strict hand washing procedure in place after handling all deliveries.
* Where possible deliveries to remain isolated and untouched for a minimum of 48 hours.
 | 3 | 2 | 6 | Yes |  |  |  |  |  |  |  |
| Environmental | Virus transmission outside of the workplace | Staff | 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. There is signage advising staff to wash their hands regularly and not to touch their face.A mixture of one way and two way systems are in force in the main routes throughout the building. Signage has been used to request that people ‘knock and call’ before entering in order to maintain social distancing, as needed. Signage has been used to ensure that people keep left, are aware where corridors are two way and that only one person should be on the stairs at a point in time.  | 3 | 2 | 6 | Yes |  |  |  |  |  |  |  |
| Organisational | Travelling to work | Staff | Exposure to respiratory droplets carrying COVID-19. | Sufficient parking restrictions to maintain social distancing measures in place.Additional facilities such as bike-racks are provided to help people walk, run or cycle to work where possible.Workers encouraged to avoid public transport where applicable and use alternatives e.g. cycling, walking to work etc. Where staff are unable to avoid public transport they do so in accordance with Government and University Guidance: <https://www.gov.uk/guidance/coronavirus-covid-19-safer-travel-guidance-for-passengers><https://intranet.birmingham.ac.uk/staff/coronavirus/faqs-for-staff.aspx> | 3 | 2 | 6 | Yes |  |  |  |  |  |  |  |
| Mechanical | Machinery & Equipment | Staff  | 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 by the users. In practice, this predominately to shared photocopiers, printers etc. Staff are discouraged from printing / photocopying etc, but where they do use, it is expected that they clean the surfaces after use.Sterilising cloths are provided in the area to clean machines and equipment prior to the commencement of work and upon completion, this will be relevant to printers/photocopiers and the cloths will be next to them. | 3 | 2 | 6 | Yes |  |  |  |  |  |  |  |
| Environmental | Ventilation | Staff  | Exposure to respiratory droplets carrying COVID-19. | No air conditioning in our unit.   Recirculation of unfiltered air within the workplace has been avoided or reduced as far as possible. An assessment of the ventilation in the building, and where necessary individual areas/rooms, has been undertaken which included checks such as:* Is the space naturally or mechanically ventilated
* All areas within the building which are usually occupied and have poor ventilation have been identified and the use of the area re-assessed (see below).
* An assessment of Fresh air (ventilation) has been undertaken for the workplace and where necessary individual workspaces. This included how fresh air is provided (natural, mechanical or combination of both), how many people occupy/use the area, how much time people spend in the areas, how large the area is, what activities take place in the areas, the equipment and machinery in the workspaces, the use of fans and Local Exhaust Ventilation.

Natural ventilation can be improved by fully or partially opening windows, air vents and doors, not signed as fire doors. Rooms can be purged (aired) when not in use by leaving the windows and doors fully open. However, it is important to plan and close windows to minimise the risk of rodent and pigeon issues.Staff have been informed, via this risk assessment of the following steps which they can take to make sure their workplace is adequately ventilated whilst maintaining a comfortable temperature:* opening windows and doors partially can still provide acceptable ventilation while keeping the workplace comfortable. Opening higher-level windows will probably create fewer draughts.
* if the area is cold relax dress codes so people can wear extra layers and warmer clothing
* use [natural ventilation](https://www.hse.gov.uk/coronavirus/equipment-and-machinery/air-conditioning-and-ventilation/improve-natural-ventilation.htm) alongside heating systems to maintain a reasonable temperature in the workplace.

Ventilation Instruction signs displayed throughout the building instructing individuals to “Please ensure you open all windows on arrival and close on departure.”General considerations reflected on during reopening of the buildings in relation to the ventilation and fresh air to occupied spaces. Core strategy based on ‘[CIBSE Covid-19 Ventilation Guidance](https://www.cibse.org/knowledge/knowledge-items/detail?id=a0q3Y00000HsaFtQAJ)’, [REHVA guidance](https://www.rehva.eu/fileadmin/user_upload/REHVA_COVID-19_guidance_document_V4_09122020.pdf), [HSE guidance](https://www.hse.gov.uk/coronavirus/equipment-and-machinery/air-conditioning-and-ventilation.htm), [Government](https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19#shops-running-a-pick-up-or-delivery-service) and other relevant industry guidance. The guidance is constantly under review by the University’s Estates, as SARS-CoV2 transmission routes become more clearly defined, and any updated recommendations assessed and implemented where relevant to University systems. Links used above:<https://www.cibse.org/knowledge/knowledge-items/detail?id=a0q3Y00000HsaFtQAJ> <https://www.rehva.eu/fileadmin/user_upload/REHVA_COVID-19_guidance_document_V4_09122020.pdf> <https://www.hse.gov.uk/coronavirus/equipment-and-machinery/air-conditioning-and-ventilation.htm> <https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19#shops-running-a-pick-up-or-delivery-service> | 3 | 2 | 6 | Yes |  |  |  |  |  |  |  |

**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.