GENERAL HEALTH AND SAFETY RISK ASSESSMENT FORM

| Site | | **Aston Webb Executive Support division space** | | | | **Department** | **Executive Support Division** | | | | | **Version / Ref No.** | | | **3.0** | | | |
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| **Activity Location** | | **Executive Support Division space in A Block, B Block, C block and the Aston Webb Semi-Circle** | | | | **Activity Description** | **Return to Campus COVID-19: Building Risk Assessment**  **Desk based Executive Support Division staff c.65** | | | | | | | | | | | |
| **Assessor** | | **Rebecca Lewis** | | | | **Assessment Date** | **19 January 2021** | | | | **Date of Assessment Review** | **April 2021** | | | | | | |
| **Academic / Manager Name** | | **Mark Senior** | | | | **Academic / Manager Signature** | **MS signature** | | | | | | | | | | | |
| Hazard Assessment | | | | | Control Assessment | | | | | | | | | | | Actions | | |
| Hazard Category | Hazards Identified | | Who might be harmed?  Staff  Students  Contractors  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 via:   * Top down communication from Senior Officer and the Senior Management Team (SMT) providing a framework for return to the office (emails and virtual meetings of 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>   * Executive Support Division Return to Campus Team Site with relevant information has been prepared for all staff   Advice is shared with staff members and they 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 team meetings, one to one meetings*,* and the University’s Coronavirus FAQs [click here](https://intranet.birmingham.ac.uk/staff/coronavirus/faqs-for-staff.aspx).  Risk assessment shared and an electronic copy is available on the ESD Teams site.  Workplace/controls put in place to reduce risk of exposure to COVID 19 are documented in the Executive Support Division Return to Campus document and disseminated to employees by email, the Teams site and line managers.  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>   * ***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 shared with staff and an electronic copy available on the [Executive Support Division Teams site](https://teams.microsoft.com/l/channel/19%3a7b5387f34ce343daa9b9af3073a6c353%40thread.tacv2/Return%2520to%2520Campus?groupId=47b2c5c4-275f-48c3-8e21-81e94e03b9b3&tenantId=b024cacf-dede-4241-a15c-3c97d553e9f3).  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 the Return to Campus document 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> | |  | 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/students who *should not* under any circumstance work on campus have been identified and managers/supervisors have discussed alternative arrangements with them to ensure that they do not return to work on campus. Staff who *should not* under any circumstance work on campus include:   * Any member of staff who has been through a return to work on campus assessment and has been advised by Occupational Health or a medical professional (including a midwife in respect of pregnancy) not to travel to work on campus. * Staff in the clinically extremely vulnerable category (those shielding) for whom current guidance is that they should not to travel to work, even where their work cannot be undertaken remotely.   <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 who have concerns about either continuing to work on Campus or working from home/remotely have discussed these with their line manager or supervisor, and where necessary an occupational health referral has been made using the Occupational Health Referral for Covid-19 Assessment Form.  <https://intranet.birmingham.ac.uk/hr/wellbeing/index.aspx>  <https://intranet.birmingham.ac.uk/hr/documents/public/Wellbeing/Covid-19-Return-to-Campus-Discussion-Form.docx>  Guidance to line managers to support this form has been provided by UoB HR department. As at 1st August, this includes guidance on the following topics:   * Confidentiality * What to discuss * Occupational Health support * HR Advisory support * Groups at increased risk of illness if they contract coronavirus * Clinically vulnerable employees * Other groups at risk * People with multiple factors * Personal Emergency Evacuation Plans * Test and Trace   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 Building checklists***has been completed to identify the control measures to consider reducing the risk of workplace infections.  Staff to 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 and students with any form of illness do not attend campus until the illness has been verified as not being Covid-19.  Managers keep track of when staff and students can return to Campus after the symptom free period.  Regular access to the Lateral Flow Device screening tests provided to staff and students who are coming onto campus.  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 in University buildings*.*  Schedules for essential services and contractor visits revised to reduce interaction and overlap between people and occupants informed of when the visits will take place and which services are being maintained.  Non-essential trips within buildings and sites prevented and discouraged*.* | | 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 essential work authorised and approved by the Government and University is permitted in University buildings.  Workplace routines changed to ensure room/building capacity calculated to maintain at least 2m social distancing is not exceeded including:   * If staff are required to work on campus, arrival and departure times at work are staggered to reduce crowding into and out of the workplace, taking account of the impact on those with protected characteristics.   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 will be kept for 21 days. NHS Test and Trace QR code is displayed in the building for visitors and staff to scan using the NHS Covid-19 app.  Procedure in place for dealing with instance of unexpected individual e.g. individual will be refused entry before entering the room (where doors are on swipe locks), or immediately after entering the room (where there are no swipe locks).  Work has been arranged so that staff are able to maintain the government guidelines for social distancing based on our industry. (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 and visual aids, such as floor strips, signage are used for maintaining social distancing two metres distance throughout the building/workplace.  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 in shared rooms e.g. offices, open plan offices, meeting rooms. * Capacity limits have been set and are displayed for common facility areas (e.g. toilets, welfare areas etc.). * Staff encouraged to remain on-site including bringing their own lunch and, when not possible, maintaining social distancing while off-site. * Where available safe outside areas used for break. * Small kitchens - 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 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.   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. These measures are monitored by the staff member with responsibility for the visit, and where necessary concerns fed back to the third party manager.  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 unless a user of the lift has a carer in which case it is 2*.* Once users have left the lift posters are displayed to encourage them to wash their hands and avoid touching their face.  Buildings with a single stairwell or stairwells over 2m are separated down the centre to try and achieve social distancing. Building users using these stairwells have been informed via the building induction and through appropriate signage to announce themselves prior to use and to keep to the left.  Additional signage in stairwells reminding staff about social distancing. Wash hands / use hand sanitiser on exit from stairwell.  Social gathering amongst employees are not permitted whilst at work including meetings where alternative arrangements have been provided e.g. virtual meetings.  Large gatherings including University events organised in public outdoor spaces have been cancelled or postponed or alternative IT solutions provided  Managers perform frequent evaluation against social distances controls. Staff are reminded via team meetings, one-to-one meetings, and through the information provided on the Teams siteon a daily basis of the importance of social distancing both in the workplace and outside of it.  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, Executive Support Division SMT 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 essential work authorised and approved by the Government and University is permitted in University buildings. Where the 2m social distancing guidelines cannot be followed in full in relation to a particular essential activity, consideration has been given to whether that activity needs to continue, and, if so, all the mitigating actions possible to reduce the risk of transmission between staff have been included in a task specific risk assessment and are being taken. Mitigating actions include:   * Further increasing the frequency of hand washing * Keeping the activity time involved as short as possible. * Improving ventilation by re-organising the indoor space to optimise the ventilation available. * Individuals (including staff, students, visitors and contractors), unless exempt, are required to wear face coverings, inside University buildings where 2m social distancing isn’t possible and cannot be maintained. Information provided in the University and local communications and Executive Support Division Return to Campus document. * No working in close proximity to people and in particular a person’s face, mouth and nose, for an extended period of time (the majority of the working day) is permitted unless the work is essential such as in clinical settings, like a hospital, or other close contact roles for example, Occupational Health clinical services where there is an activity specific risk assessment and PPE is provided for individuals undertaking this work   Individuals (including staff, students, visitors and contractors), unless exempt, are required to wear face coverings, inside all University buildings at all times except for in single occupancy rooms, or where they are the only person in an open plan office. 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 ESD return to campus document 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 | | 3 | 3 | 9 | Yes | 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. | |  |  |  |  |  |  |
| 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](https://intranet.birmingham.ac.uk/staff/coronavirus/FAQs-for-staff.aspx). 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. * Team briefed through Executive Support Division Return to Campus document 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 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. | 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 and University’s guidance](https://intranet.birmingham.ac.uk/staff/coronavirus/FAQs-for-staff.aspx). 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 signage around the building and the Executive Support Division return to campus document 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/>  All staff have been advised to check their hands on a regular occurrence as the increase use of hand sanitiser can cause skin dryness and cracking as the sanitiser contains 70% alcohol. If a particular member of staff has a problem they will be encouraged to use soap and water more rather than constantly using hand sanitiser and if necessary seek medical advice.  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 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 Executive Support Division Return to Campus document 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>  A review of the cleaning regime for the building/area to ensure controls are in place to keep surfaces clean and free of contamination has been undertaken, cleaning products and disposable cloths have been made available to all occupants and everyone has been briefed via the Executive Support Division Return to Campus document.  There is limited or restricted use of high-touch items and equipment, for example, printers or whiteboards.  Sharing of equipment is restricted where possible, and cleaned / disinfected before and after use. 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 are used by named individuals on any given day who are responsible for cleaning the surfaces at the start and end of every day.    A clear desk policy  has been  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.  Areas where people directly pass things to each other, for example office supplies, have been identified and ways to remove direct contact, such as using drop-off points or transfer zones have been introduced.  Through the Executive Support Division return to campus document, everyone is 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. SMT 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 have been made aware in the Executive Support Division Return to Campus document that in an emergency, for example, an accident 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. * **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. | | 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.  One way systems are in force in the main routes throughout the building. Where this is not possible, signage has been used to request that people ‘knock and call’ before entering in order to maintain social distancing.  Building access control is used during busy spells in the building and for any Local or National Lockdown periods | | 3 | 2 | 6 | Yes |  | |  |  |  |  |  |  |
| Organisational | Travelling to work | | Staff | Exposure to respiratory droplets carrying COVID-19. | 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 |  | |  |  |  |  |  |  |
| Organisational | Driving at work | | Staff | Exposure to respiratory droplets carrying and contact with an object that has been contaminated with COVID-19. | Non-essential travel is not permitted during the National Lockdown period and is minimised at all other times – remote options considered first.  Staff roles that are required to car share have been considered and whether this could continue  Where these are not possible the number of people travelling together in any one vehicle is minimised, using fixed travel partners, vehicles are well ventilated to increase the flow of air via open windows and occupants sit side by side or behind other people and sitting face-to-face is avoided. Seating arrangements to maximise distance between people in the vehicle has been considered and all of the occupants, unless exempt, wear face coverings inside the vehicles at all times.  Job and location rotation has been reduced.  Journeys have been scheduled and delivery/collection times to reduce contact with others.  Shared vehicles are frequently cleaned including between shifts or on handover. This includes cleaning of objects and surfaces that are touched regularly, such as door handles and vehicle keys, and adequate disposal arrangements are in place.  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 boarding vehicles. | | 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 applies 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.  Wipes 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 wipes will be next to them. | | 3 | 2 | 6 | Yes |  | |  |  |  |  |  |  |
| Environmental | Ventilation | | Staff | Exposure to respiratory droplets carrying COVID-19. | No air conditioning in our units.  Recirculation of unfiltered air within the workplace has been avoided or reduced as far as possible.  Building users are encouraged to open windows where possible.  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’, REHVA guidance, other industry and HSE guidance. <https://www.hse.gov.uk/coronavirus/equipment-and-machinery/air-conditioning-and-ventilation.htm>  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. CIBSE Covid-19 Ventilation Guidance  <https://www.cibse.org/knowledge/knowledge-items/detail?id=a0q3Y00000HsaFtQAJ> | | 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 occur  for years | Expected to occur  at least annually | Expected to occur at  least 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.