GENERAL HEALTH AND SAFETY RISK ASSESSMENT FORM

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| Site | **UNIVERSITY CAMPUS (EDGBASTON)** | **Department** | **School of Physics & Astronomy** | | **Version / Ref No.** | **v 1.2** |
| **Activity Location** | **Physics West Building** | **Activity Description** | **Return to Campus COVID-19: Building Risk Assessment**  **Affected Groups: Academic (21), Research Fellows (29), PhD Students (41), UG Students (); Professional Services Staff (24), Cleaning Staff (), Maintenance Staff ()** | | | |
| **Assessor** | **Tendai Makuwatsine** | **Assessment Date** | **16.09.2020**  **Updates: 06/01/2021** | **Date of Assessment Review** | **December 2020**  **March 2021** | |
| **~~Academic~~ / Manager Name** | **Tendai Makuwatsine** | **~~Academic~~ / Manager Signature** |  | | | |

| Hazard Assessment | | | | Control Assessment | | | | | | | | | Actions | | |
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| 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/Students/Visitors | Anxiety and stress caused by concerns around returning to work and studies on Campus | Regular communication is in place (individual and group) via ***virtual meetings and email correspondence***to ensure staff and students are not ill-informed about returning to work safely. Staff/Students/Visitors will see signage and posters as they approach the Physics West Building to assure them of the measures taken to achieve COVID-19 compliance in the building  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 ***virtual team meetings, video one to one meetings, email briefings from School H&S Coordinator*** and the University’s Coronavirus FAQs [click here](https://intranet.birmingham.ac.uk/staff/coronavirus/faqs-for-staff.aspx).  Risk assessment shared with staff and an electronic copy is available on the ***Research Groups’ shared drives and the University intranet, LINK:*** *.*  <https://intranet.birmingham.ac.uk/staff/coronavirus/phased-campus-reopening.aspx>  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 *relevant Heads of Research Groups.* 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: Physics West 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 and individuals have been made aware via the *mandatory building induction,* *team meetings, one to one meetings (all conducted on ZOOM or TEAMS),* 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>  Mandatory Local Induction Course for all returnees to the building was conducted by Prof Bill Chaplin. The course was conducted on Zoom (or TEAMS) and a mandatory sign-in register of attendees used. By signing on and attending the course an inductee affirmed that they will abide by the rules of any new/latest guidance-advised way of working. None-attendance will exclude one from returning to Physics West Building until the course is taken**. Tendai will conduct the Physics West Building induction for those who missed Prof Bill’s session.** *Checks for who is allowed into the Physics West will be made against the weekly lists of names submitted to College against the induction attendance list* | 3 | 2 | 6 | YES |  |  |  |  |  |  |  |
| Organisational | Psychological well being | Staff/Students | Anxiety and stress caused by concerns around returning to work on Campus | Managers hold regular informal discussions *on ZOOM (or TEAMS) or using email communications* with their team and look at ways to reduce causes of stress.  Regular access to the Lateral Flow Device screening tests provided to staff and students who are coming onto campus.  Concerns on workload issues or support needs are escalated to line managers *in 1-to-1 meetings and/or email communication*  Staff who are in clinically vulnerable groups themselves and identified to be considered in ‘at risk’ groups are encouraged *through Group emails by School and by H&S Coordinator and*  by line managers to discuss their support needs to ensure additional measures are put in place to protect them including working from home.  Staff who are in the clinically extremely vulnerable group may be at high risk of serious illness if they catch coronavirus (COVID-19), must discuss their support needs with their line manager to ensure a specific individual risk assessment is carried out and additional measures are put in place to protect them including continuing to work from home.  <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>  Any existing risk assessments including those for new or expectant mothers (where relevant/required) have been reviewed for compliance with the new working arrangements.  Only essential work authorised and approved by the Government and University is permitted in University buildings.  Employees invited to return back to work on Campus who have concerns have been advised in the mandatory building induction to discuss these with their line manager or supervisor using the University’s Covid-19 Return to Campus Discussion Form 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>  Employees and students are made aware of support 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>  This link is for students:  <https://intranet.birmingham.ac.uk/student/coronavirus/Wellbeing.aspx> | 3 | 2 | 6 | YES | No adjustments have been made for PEEPs as there’s no requirement at the moment. Adjustments may be needed once the one PEEP we hold takes effect when students return, 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. | 3 | 2 | 6 |  |  |  |
| Biological | Virus transmission in the workplace | Staff/Students/Visitors | Exposure to respiratory droplets carrying COVID-19 from an infectious individual transmitted via sneezing, coughing or speaking. | ***Social distancing: Physics West Building checklist***has been completed to identify the control measures to consider reducing the risk of workplace infections.  **SOCIAL DISTANCING reverts to 2m in line with the latest guidance**  Staff to work using the mixed model of site and home based as agreed with line manager, in line with Government and University guidance.  One should only come onto campus to carry out tasks on campus that cannot be carried out at home. E.g. To use laboratory facilities.  Managers ensure staff with any form of illness do not attend work until the illness has been verified as not being Covid-19.  Managers keep track of when staff can return to work after the symptom free period.  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) have received a building specific induction including information and on site induction from the School H&S Coordinator.  Schedules for essential services and contractor visits revised to reduce interaction and overlap between people e.g,, *carrying out electrical servicing/maintenance out of hours to minimise disruption to experimental work*.  Un-essential trips within buildings and sites discouraged and reduced, e.g. *Persons with* p*arcels for collection from Stores will be notified first before they can come over to collect. This is part of the instruction received on the mandatory induction course.* | 3 | 3 | 9 | YES |  |  |  |  |  |  |  |
| Environmental | Virus transmission in the workplace due to lack of social distancing | Staff/Students | 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 (2m) is not exceeded including:   * Amended shift routines and team briefings. *Where a Group has more personnel than the occupancy threshold of their work area, rotas have been devised by the relevant Line Manager/Head of Group/PI to ensure COVID compliance. Team briefings are conducted on online platforms.* * *Collections of parcels and mail from Stores is by invitation (*each invitation will specify the collection time window*)* to reduce crowding into and out of the Stores, taking account of the impact on those with protected characteristics. * Staff are already separated into their individual Research groups /Support Teams (or sub-groups) to reduce contact between employees. * Fixed teams or rota processes in use to reduce the number of people in a lab/open plan office at the same time to avoid overcrowding.   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 shift patterns and teams is kept for 21 days.  Access control for Physics West Building reviewed and a phased reoccupation of the building was conducted. Laboratories are open and anyone who can effectively work from home is still encouraged to do so.  Procedure in place for dealing with instance of unexpected employee (identified through not being included on the Weekly list submitted to School Operations Manager) or 3rd party arrival (e.g. *refused entry.)*  Work has been arranged so that staff are able to maintain the government guidelines for social distancing (at least 2m) based on our industry which are included in the ***Social distancing: Physics West 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)).  Two-way flow systems have been implemented and visual aids, such as floor strips, signage are used for maintaining required social distancing throughout the building/workplace.  Staff activities are segregated to promote the social distancing rules including:   * Display Screen Equipment (DSE) assessments reviewed and revised where there’s been specific requests. * 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 **NEW 2m** social distances standards are achieved have been set and displayed in shared rooms e.g. open plan offices, meeting rooms, seminar rooms and laboratories. * Capacity limits have been set for common facility areas (e.g. toilets, welfare areas etc.) *and these limits are displayed prominently on doors and walls in the relevant areas* * Staff encouraged *by their signing up to abide by the rules form the mandatory induction courses* to remain on-site including bringing their own lunch and, when not possible, maintaining social distancing while off-site. * Where available safe outside areas *(such as the Green Heart) are to be* used for breaks. * Welfare areas (kitchens) have been assessed in accordance with government guidance and and use of these will be on the basis of one-in-one-out. Social areas for seating in groups are not enabled. All kitchens use a one out one in policy. All our kitchens are small rooms offering a kettle, microwave and fridge with a capacity of one (1). All users are encouraged at the building induction, reminded at team meetings and daily as they walk past the posted signage ,to wash their hands prior to using equipment (kettle) and to wash their hand after use. Additional signage for the correct method for handwashing displayed * *All drinking water fountains have been taken out of use. Fresh drinking water is available from taps within the building.* * Social distancing is marked on the corridor floor prior to entry to the WCs (toilets). Additional signage has been placed on facilities doors to take note of room capacity. Gents toilets at Ground floor and ladies toilets at the First Floor will have a maximum capacity of two each at a time. ALL other toilets will have a maximum capacity threshold of one person at a time. (Physics West building occupants will be encouraged at building induction to report any concerns about occupancy thresholds being breached to the School H&S Coordinator) 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. *-* Clear method of socially distancing of staff/students/visitors in areas such as Stores implemented including: * Queuing systems or processes controlled through email/telephone invitations * Social distancing in waiting areas   Visits from people outside of the building have been revised to ensure social distancing and hygiene at all times. Visits from Estates/Maintenance are scheduled through the Building Manager and the schedules for cleaning are known/established. These measures are monitored by the Building Manager and where necessary concerns fed back to the third party manager e.g. LEV inspections and test – Estates Manager, Cleaner – Campus Services Domestic Manager.  All corridors are :   * Marked in areas to ensure social distancing is adhered to. * Have a 2 way system (one way where practicable) around Physics West building. * Corridors/Stairwells that are wide have a two way system of use, people using the corridor must stay to their left.   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. The maximum occupancy of the lift has been reduced to *one (1)* and social distance marked on the floor *for those waiting to use the lift.* Once users have left the lift posters are displayed to encourage them to wash their hands and avoid touching their face.  Lifts are still to be used to move heavier / larger / hazardous goods as a planned operation ensuring the lift cannot be stopped on each floor or staff placed on each floor to prevent access to lift until equipment moved. *- The existing guidance for transporting of liquid nitrogen to the Lower Ground floor will remain and the cryogenic liquid dewar retains priority of passage at all times.*  The stairwells in Physics West are for going up and down and users will be advised to keep to their left and maintain social distancing when using the stairwell. Signs to this effect are prominently displayed throughout on the stairwell walls.  Additional signage in stairwells reminding staff about social distancing and washing of hands / use of 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.  Whilst at work meetings to utilise alternative arrangements e.g. virtual meetings.  Large gatherings including University events organised in public outdoor spaces have been cancelled or postponed or alternative IT solutions provided (Critical Training courses may still be performed but only following the Government and University Covid-19 guidance.)    Line Managers/PI’s perform frequent evaluation against social distances controls, conducting unannounced spot checks and seeking feedback from building users through email and reports of incidents when they occur. A bi-weekly Q&A for the building users will also form part of the evaluation. Staff are reminded (*using posters on the walls)* on a daily basis of the importance of social distancing both in the workplace and outside of it.  Near-miss reporting is encouraged at the mandatory Physics West Building induction (and the subsequent Q&A sessions) to identify where controls cannot be followed or people are not doing what they should. Building users are also reminded they can use the existing Accident/Incident Reporting Form for near misses.  Where the social distancing guidelines cannot be followed in full in relation to a particular activity (e.g. loading a heavy metal piece onto a Miller/Lathe for machining in the Workshop, or relocating an optical breadboard) *the Line Manager/PI will give* consideration as 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. The new Corona virus strain is deemed much more transmissible and a rigorous compliance regime is required. 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. * Improving ventilation. * PPE consisting of face masks and/or a clear visor that covers the face, and provides a barrier between the wearer and others, to be provided if deemed unavoidable for staff to work in close proximity for an extended period of time (the majority of the working day). Re-usable visors (which remain only for individual personal use) are cleaned and sanitised by the user using normal cleaning products.   *Individuals (including staff, students, visitors and contractors), unless exempt, are required to wear face coverings, inside all University buildings at all times except for at their place of work (desk, work bench, equipment work station etc) where a separate risk assessment will cover these activities.* Working in a single occupancy room will not require a separate risk assessment.  Individuals have been reminded through mandatory building induction and email bulletinsof how to use face coverings safely including the following:   * wash your hands thoroughly with soap and water for 20 seconds or use hand sanitiser before putting a face covering on, and before and after removing it * when wearing a face covering, avoid touching your face or face covering, as you could contaminate them with germs from your hands * change your face covering if it becomes damp or if you’ve touched it * continue to wash your hands regularly * change and wash your face covering daily * if the material is washable, wash in line with manufacturer’s instructions. If it’s not washable, dispose of it carefully in your usual waste * practise social distancing (2m)   Hygiene guidance given at mandatory induction 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.  Adequate training has been made available on what PPE is required (i.e. disposable nitrile gloves, masks, Cryo-aprons, laser goggles, the correct donning/doffing of PPE and face fit testing. Government advice is followed:  <https://www.gov.uk/government/collections/coronavirus-covid-19-personal-protective-equipment-ppe>  <https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings/covid-19-decontamination-in-non-healthcare-settings>  PHE quick guides for correct donning and doffing of PPE for [non-AGPs.](https://www.gov.uk/government/publications/covid-19-personal-protective-equipment-use-for-non-aerosol-generating-procedures) as well as for[AGPs](https://www.gov.uk/government/publications/covid-19-personal-protective-equipment-use-for-aerosol-generating-procedures). 19 has been utilised for examples in best practice for putting on and taking off (donning and doffing). | 3 | 3 | 9 | YES |  |  |  |  |  |  |  |
| Biological | Suspected case of COVID-19 | Staff/Students | 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 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 validated disinfectants after someone with suspected coronavirus (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 with validated disinfectants (including touchpoints) * Provision and monitoring of adequate supplies of cleaning materials are in place and these will be available from Physics Stores * Team briefed *at local Research Group/ Team Level induction* on actions to be taken in the event of someone being suspected of having COVID-19. * Staff/Students must tell their line manager/supervisor 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/PI’s will maintain regular contact with staff members/students during this time, in accordance with the University sickness absence guidance and monitor for signs of symptoms in the remaining workforce and keep School Operations Manager/ Head of School/ School H&S Coordinator 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 Outbreak Management Process which is triggered by Head of School and School H&S Coordinator being informed of a positive test result within the School. * 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/Students/Contractors | Exposure to respiratory droplets carrying and contact with an object that has been contaminated with COVID-19. | Outside Companies who attend or come to work in the building requested to provide their health and safety policy/arrangements / or RAMS (risk assessment and method statement) regarding COVID-19.  Procurement 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 non-University person becomes unwell in a University workplace with suspected COVID-19, they will be sent home in accordance with 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 | 3 | 9 | YES |  |  |  |  |  |  |  |
| Environmental | Virus transmission in the workplace | Staff/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. | Individuals have been instructed in the mandatory building induction and are regularly reminded *using the posted signage* 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, corridors, in lobby areas and outside lifts.  Soap and water and hand sanitiser are provided in the workplace and adequate supplies are maintained. Sanitizer stations are placed at the entrance to the building and in other areas *such high traffic areas such as the main lobby of Physics West and also at all the exits to the building* where they will be seen.  Individuals have been informed at the mandatory induction to check their skin for dryness and cracking (in relation to the use of the sanitizer) 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 this effect.  To help reduce the spread of coronavirus (COVID-19) individuals are instructed at the mandatory Physics West Building induction and reminded *through the University’s email briefings and the regularly updated University FAQs pages* 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, cleaning products and disposable cloths have been made available to all occupants and everyone has been briefed *during the mandatory Physics West building induction* on the importance of keeping surfaces and work equipment clean.  There is limited or restricted use of high-touch items and equipment, for example, printers or whiteboards. Individuals will use their own set of pens for whiteboards and are instructed to clean printer touch points before and after use.  Sharing of equipment is restricted where possible and cleaned / disinfected before and after use.  Objects and surfaces that are touched regularly such as door handles and keyboards (in laboratory settings) are cleaned frequently using IPA wipes (by individual users), and making sure there are adequate disposal arrangements.  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.  Use of hot desks and spaces avoided and, where not possible e.g. training facilities, IT suites, stations are cleaned by individual users before and after use, each time.  There is clear desk policy in place to reduce the amount of personal items on desks and work benches to be practiced when the space is in use or not in use.  There are cleaning procedures for goods and merchandise entering the site. Greater handwashing and handwashing facilities have been introduced for workers handling goods and merchandise and hand sanitiser provided where this is not practical. Non-business deliveries stopped, for example, personal deliveries to workers.  Areas where people directly pass things to each other, for example Stores counter + Mechanical Workshop have been identified and ways to remove direct contact, such as using drop-off points or transfer zones have been introduced.  Everyone is encouraged *at the mandatory building induction, in team briefings, etc.* 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.  Lab clothing and equipment such as laser and other goggles washed on-site rather than by individual staff members at home. *The existing arrangements for a contractor to clean items such as dustcoats to continue. Returning items will be stored away for a minimum 72 hours before unpacking and use.*  Monitoring and supervision arrangements *such as spot checks and encouraging building users (as part of the mandatory induction and the fact that signing up to agree to return is on the basis that one will abide by the rules) to speak out/report against infringements* have been put in place to ensure people are following controls e.g. implementing the new cleaning regime, following hygiene procedures etc.  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. and to maintain a 2m social distancing | 3 | 3 | 9 |  |  |  |  |  |  |  |  |
| Organisational | Exposure to Existing Hazards | Staff/Students | 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.  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 disposable gloves 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 of PPE home is not permitted.  Emergency Procedures reviewed and revised including:   * **Communication**: people have been made aware *during the mandatory building induction* 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. No modifications required to fire alarm practices and evacuation drills to cater for COVID-19. * **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. * **Hygiene:** Washing facilities with soap/gel available in welfare areas such as kitchens and toilets.   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 *Line managers/PI’s with the help of the School H&S Coordinator* 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, have been considered, and no new or altered security risks are foreseen.  Business continuity and disaster recovery plans updated based on COVID-19 implications including Contingency plan in place for possible switch back to national or local 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. | 3 | 3 | 9 | YES | PEEP requirements will be defined (as the numbers of building users increase) including who will assist with their evacuation in an emergency. People involved in the provision of assistance to others will be informed at the local induction to pay particular attention to sanitation measures immediately afterwards including washing hands |  |  |  |  |  |  |
| Environmental | Inbound & Outbound Goods including Post | Staff/Students/Visitors | Exposure to contact with an object that has been contaminated with COVID-19. | Logistics for the deliveries to the unit so that social distancing can be maintained at all times has been considered and include:   * Pick-up and drop-off collection procedures, signage and markings revised. * Unnecessary contact at delivery has been minimised e.g. non-contact deliveries as used by most delivery persons to continue. * Methods to reduce frequency of deliveries in place - ordering larger quantities less often. * Where possible and safe, single workers load or unload vehicles or if not possible the same pairs of people are used for loads where more than one is needed. * Drivers encouraged to stay in their vehicles where this does not compromise their safety and existing safe working practice, such as preventing drive-ways. * 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 | 3 | 9 | YES |  |  |  |  |  |  |  |
| Environmental | Virus transmission outside of the workplace | Staff/Students/Contractors/ Visitors | 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 Physics West building that social distancing is a requirement.  There is signage advising staff to wash their hands regularly and not to touch their face. | 3 | 3 | 9 | YES |  |  |  |  |  |  |  |
| Organisational | Travelling to work | Staff/Students/Contractors/ Visitors | Exposure to respiratory droplets carrying COVID-19. | Sufficient parking restrictions to maintain social distancing measures in place and additional parking is provided.  Facilities such as bike-racks are provided to help people walk, run or cycle to work where possible.  Workers encouraged during mandatory building induction to avoid public transport where applicable (or follow current/latest government guidance) 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>  Staff advised at the mandatory building induction to stagger start and finish times if using public transport and to avoid public transport if at all possible. | 3 | 2 | 6 | YES |  |  |  |  |  |  |  |
| Mechanical | Machinery & Equipment | Staff/Students | 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. Regularly touched points/surfaces in communal areas will be cleaned by Cleaning Services as per the Service Level agreement. Regularly touched door handles, equipment and surfaces is individual areas/labs will be cleaned by the users/occupants of the said area.  Sterilising chemicals 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 by *a person designated by the line manager responsible for the area in which the machines/equipment are* | 3 | 3 | 9 | YES |  |  |  |  |  |  |  |
| Environmental | Ventilation | Staff/Students/Contractors/ Visitors | Exposure to respiratory droplets carrying COVID-19. | Recirculation of unfiltered air within the workplace has been avoided or reduced as far as possible.  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. | 3 | 3 | 9 | 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.