GENERAL HEALTH AND SAFETY RISK ASSESSMENT FORM

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| Site | **Edgbaston Campus** | **Department** | **Finance/Payroll/Pensions** | **Version / Ref No.** | **003** |
| **Activity Location** | **Terrace Huts** | **Activity Description** | **Return to Campus COVID-19: Building Risk Assessment****15 members of office based staff working in the 2 rooms next to the Post rooms, 2 rooms towards the end of the Campus Services corridor and inclusion of welfare facilities.** |
| **Assessor** | **Helen Holloway / Danielle Edwards** | **Assessment Date** | **17/08/2020** | **Date of Assessment Review** | **23rd October**  |
| **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 |
| OrganisationalOrganisationalcont’d | Psychological well beingPsychological wellbeing | StaffStaff | Anxiety and stress caused by concerns around returning to work and studies on CampusAnxiety and stress caused by concerns around returning to work and 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)

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 *team meetings, one to one meetings, over Skype, zoom, email* 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 Finance MS TEAMS site. New workplace/controls put in place to reduce risk of exposure to COVID 19 are documented in the Finance Office FAQ’s, 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)**

  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 Induction presentation, team meeting, and one to one 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 | 2 | 4 | Yes |  |  |  |  |  |  |  |
| OrganisationalOrganisational cont’d | Psychological well beingPsychological wellbeing | StaffStaff | Anxiety and stress caused by concerns around returning to work on CampusAnxiety and stress caused by concerns around returning to work on Campus | Managers hold regular informal discussions via team meetings and one to ones 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 one to ones or on an adhoc basis as need arises.Staff who are in clinically vulnerable groups themselves and identified to be considered in ‘at risk’ groups are encouraged 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>Existing risk assessments reviewed and revised to reflect new working arrangements. There is no requirement to alter the current PEEPs that are in place or revise any individual risk assessments.Employees invited to return back to work on Campus who have concerns have discussed 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>Completion of the UoB standard “Covid-19 Return to Campus Discussion Form” between line manager and employee to be completed prior to return to the office for all employees.  Employees 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> | 2 | 2 | 4 | Yes | Risk assessments including those for new or expectant mothers reviewed and revised to reflect new working arrangements |  |  |  |  |  | As nec. |
| Biological | Virus transmission in the workplace | Staff/ Contractor | Exposure to respiratory droplets carrying COVID-19 from an infectious individual transmitted via sneezing, coughing or speaking. | *Social distancing: Terrace Hut – Mid Section Building checklist* 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 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. 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. *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.  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.Visitors on site to be discouraged – remote working tools to be used.  If not possible, 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. Un-essential trips within buildings and sites discouraged and reduced e.g. Use of Skype/Teams and telephones encouraged and to clean them between use. | 3 | 2 | 6 | Yes |  |  |  |  |  |  |  |
| EnvironmentalEnvironmental cont’dEnvironmental cont’d Environmental cont’d | Virus transmission in the workplace due to lack of social distancing Virus transmission in the workplace due to lack of social distancing Virus transmission in the workplace due to lack of social distancing Virus transmission in the workplace due to lack of social distancing | Staff/ ContractorsStaff/ ContractorsStaff/ ContractorsStaff/ Contractors | Exposure to respiratory droplets carrying COVID-19 from an infectious individual transmitted via sneezing, coughing or speaking.Exposure to respiratory droplets carrying COVID-19 from an infectious individual transmitted via sneezing, coughing or speaking.Exposure to respiratory droplets carrying COVID-19 from an infectious individual transmitted via sneezing, coughing or speaking.Exposure to respiratory droplets carrying COVID-19 from an infectious individual transmitted via sneezing, coughing or speaking. | Workplace routines changed to ensure room/building capacity calculated to maintain social distancing is not exceeded including: * 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 teams 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). Colleagues who are not rostered to be in the office will be required to leave as the designated work stations and office capacity levels will be planned in advance.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: Terrace Hut – Mid Section 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)). Flow systems implemented and visual aids, such as floor strips, signage are used for maintaining social distancing throughout the building/workplace.Staff activities are segregated to promote the 2m social distancing rules including: * Work stations moved and staff relocated. Desks are arranged with employees facing in opposite directions.
* Areas of work marked out with floor tape to ensure adequate social distancing is in place. Visual management aids in place to remind people of the need for social distancing.
* Headcount capacity to ensure social distances standards have been achieved have been set and displayed in shared rooms e.g. Open plan offices, and designated meeting room.
* Capacity limits have been set and 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.
* Welfare areas for serving hot food or drinks have been assessed in accordance with government guidance and tables/seating from welfare areas moved to create 2m social distancing separation and avoid large groups congregating. Smaller kitchen has a one out one in policy. Larger kitchens has floor marking to ensure social distancing. All users are encouraged to wash their hands prior to using equipment (kettle) and to wash their hands after use. Additional signage for the correct method for handwashing displayed.
* Social distancing is marked on the corridor floor prior to entry to the WCs (toilets). Individual toilet cubicles and sink provision. Additional signage has been placed on facilities doors to announce people’s presence 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 e.g. one to one pension meetings including review of paperwork (non electronic) visitor arrangements have been revised to ensure social distancing and hygiene at all times. Visit will be by appointment only and carried out in an appropriately distanced room. These measures are monitored by Team managers and where necessary concerns fed back to the third party manager e.g. Cleaner – Campus Services Domestic Manager. All corridors are :* Marked in areas to ensure social distancing is adhered to (lines on floor).
* Give way system in place as corridors not wide enough for 2 way travel without.

Additional signage in corridors reminding staff about social distancing.Social gathering amongst employees have been discouraged whilst at work including meetings where alternative arrangements have been provided e.g. virtual meetings on Skype, Team, Zoom.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 email to a Line Manager is acceptable or using the University’s incident reporting form. Where the 2m social distancing guidelines cannot be followed in full in relation to a particular activity, e.g. numbers of people in spaces:* 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 can’t be maintained. 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 team meetings and building inductionof 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 wherever possible

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.Face coverings are not PPE and are not required to be worn in the workplace where 2m social distancing can be maintained. However where people choose to wear them managers support them. | 3 | 2 | 6 | Yes |  |  |  |  |  |  |  |
| Biological Biological cont’d | Suspected case of COVID-19 Suspected case of COVID-19  | Staff/ ContractorStaff/ Contractor | Exposure to respiratory droplets carrying and contact with an object that has been contaminated with COVID-19.Exposure to respiratory droplets carrying and contact with an object that has been contaminated with COVID-19. | Response plan in place in the event 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) 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.
* 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 Outbreak Management Process.
* 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 | 2 | 6 | Yes |  |  |  |  |  |  |  |
| Biological | Someone entering the workplace with COVID-19 | Staff/ Contractor | Exposure to respiratory droplets carrying and contact with an object that has been contaminated with COVID-19. | 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. External visitors from people outside of the building to be discouraged – use remote working tools and hold virtual meetings.  Where this is not an option e.g. one to one pension meetings including review of paperwork (non electronic) visitor arrangements have been revised to ensure social distancing and hygiene at all times. Visit will be by appointment only and carried out in an appropriately distanced room. 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 |  |  |  |  |  |  |  |
| EnvironmentalEnvironmentalcont’dEnvironmental cont’d | Virus transmission in the workplaceVirus transmission in the workplaceVirus transmission in the workplace | Staff/ ContractorsStaff/ ContractorsStaff/ Contractors | Contact with an object that has been contaminated with COVID-19 and which subsequently transmits this to another person e.g. surfaces, any inanimate objects & touch points including work surfaces, work equipment, door handles, banisters, chair arms and floors.Contact with an object that has been contaminated with COVID-19 and which subsequently transmits this to another person e.g. surfaces, any inanimate objects & touch points including work surfaces, work equipment, door handles, banisters, chair arms and floors.Contact with an object that has been contaminated with COVID-19 and which subsequently transmits this to another person e.g. surfaces, any inanimate objects & touch points including work surfaces, work equipment, door handles, banisters, chair arms and floors. | Individuals have been instructed through the Finance Return to Campus 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, WC’s, corridorsSoap and water and hand sanitiser are provided in the workplace and adequate supplies are maintained and are placed at the entrance to the building and in other areas where they will be seen e.g. Office spaces, and meeting room.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 Return to Campus Induction 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.   There is limited or restricted use of high-touch items and equipment, for example, printers. Where necessary, 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.Objects and surfaces that are touched regularly are cleaned frequently by the users using antibacterial wipes such as keyboards, and making sure there are adequate disposal arrangements.Internal doors that **are not** signed as fire doors (unless held open with a mechanical device) 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.  To be managed via the rota.There is a clear desk policy in place to reduce the amount of personal items on desks and to be practised 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.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. Everyone is encouraged during the building induction 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 in the Finance Return to Campus Induction presentation to bring their own food and kitchen utensils including mugs/cups, cutlery 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.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. | 3 | 2 | 6 | Yes |  |  |  |  |  |  |  |
| Organisational Organisationalcont’d | Exposure to Existing HazardsExposure to Existing Hazards | Staff/ ContractorsStaff/ Contractors | Increased risk of harm due to controls included in existing risk assessments & safety arrangements affected by COVID-19 measuresIncreased risk of harm due to controls included in existing risk assessments & safety arrangements affected by COVID-19 measures | All relevant pre-existing (non COVID) risk assessments including lone working assessments and procedures have been reviewed to take into account the impacts of social distancing and other COVID counter measures.Emergency Procedures reviewed and revised including:* **Communication**: people have been made aware through team meetings and building inductionthat 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 to fire alarm practices and evacuation drills to cater for COVID-19 measures are required; the activity is still compliant with relevant building and fire codes.
* **First Aid:** First aid needs assessment reviewed to take into account any new Guidelines issued by the [University](https://intranet.birmingham.ac.uk/staff/coronavirus/faqs-for-staff.aspx) or [HSE](https://www.hse.gov.uk/), and first aid information including the location of first aid kits and first aider contact information up to date. 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 have been informed to pay particular attention to sanitation measures immediately afterwards including washing hands.

Safety critical roles will remain in place to aid safe operation. In the event of safety critical roles not being available then a dynamic risk assessment shall be performed by the 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, have been considered.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. Anyone who has 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 | 1 | 3 | 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 unit so that social distancing can be maintained at all times has been considered and include: * 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 | 1 | 3 | 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 in the welfare facilities and in the corridors leading to the offices.There is a main double door to allow access into the building. There is a foyer at the main double doors to allow safe passage and 2m social distancing. | 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 relates 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. If machines and equipment are shared, sterilising will be carried out between operations by the individual user. | 3 | 1 | 3 | Yes |  |  |  |  |  |  |  |
| Environmental | Ventilation | Staff/ Contractor | Exposure to respiratory droplets carrying COVID-19. | Staff have been advised not to use the heaters / air conditioning units within specific rooms. Building users are encouraged where possible to ensure windows are open. | 3 | 1 | 3 | Yes |  |  |  |  |  |  |  |
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**Risk Assessment Guidance**

Risk Scoring System

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

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

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

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

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

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

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

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