



Covid-19 Secure - Safety Operating Procedure

Building: Ramphal Building – Faculty of Arts Spaces

Date: August 2020

DOCUMENT CONTROL

Version Number	Date Issued	Author	Update Information
Final	180820	Diana Stonefield	Initial
Owner:			Authorised: 
Source Location:			Approval Date:
Published Location:			Review Date:



COVID-19 Safety Operating Procedure

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1.0 Introduction

This Safety Operating Procedure (SOP) is for the Faculty of Arts areas in Ramphal Building to ensure that the correct measures are in place to enable staff and users to return to the building and operate safely during the restrictions put in place for the COVID-19 pandemic.

The SOP is the output of a rigorous review of the activities to be carried out in the space and has received input from colleagues from: the Faculty of Arts and the School of Cross-faculty Studies, Centre for the Study of the Renaissance, Humanities Research Centre, Faculty CADRE – PGR Space, Department of History – Centre for History of Medicine – Space Planning – CTTRs, Health and Safety, Estates, Space Management, Human Resources and the UCU Trade Union. This document should be read in conjunction with the ‘Risk Assessment for Working Safely during COVID-19’.

Health and Safety Services have created a designated COVID-19 webpage, [Stay safe at Warwick](#), which offers a wide range of information and FAQ’s.

If staff are unsure about the arrangements or feel that the control measures are not adequate, or are not working, they should discuss the issues that concerning them with their line manager in the first instance. If necessary, a member of staff can escalate concerns to the [Health and Safety Representative](#) and/or the [H&S Helpdesk](#).

2.0 Faculty of Arts Staff Working in Ramphal Building

It is very important that staff ensure they continue to stay up-to-date with the current University and Government guidance. Any changes to safety arrangements and SOPs will be communicated through Heads of Department and line managers. The SOP’s will be updated to reflect these changes.

2.1 Staff Re-Induction to Work

Prior to returning to work all staff should receive from their line manager:

- A copy of the COVID-19 Standard Operating Procedure for the building(s) they work in.
- A copy of the Risk Assessment for Working Safely during COVID-19 for the building(s) they work in.
- A copy of the departmental Standard Operating Procedures and Risk Assessments for discipline-based activities.
- A copy of the [re-induction checklist](#) to complete and return.

All staff need to ensure that they have:

- Watched the [Working safely during Covid-19 video](#) (3 minutes).
- Watched the Fire Awareness video [Fire Safety Awareness course](#) (20 minutes)



2.2 Staff Attendance on Campus

Staff attendance on campus will continue to be closely monitored and reviewed by Heads of Departments and line managers in order to manage staff and student safety and campus and building capacity levels.

The overarching guidance is that attendance on campus should be for business critical activity. By this, we mean scheduled teaching and learning and student support for academic staff, GTAs and other sessional teachers. A reduced student support function (professional and technical). Research that has to take place on campus because of access to particular resources or other requirements. PGRs that need to be on campus in order to access particular resources, or because they need study space and/or have some teaching to undertake. This description will not cover all circumstances and any cases not covered should be referred to the line manager for clarification.

The guidance for staff is as follows:

- Teaching and learning - academic staff and sessional staff are not expected to be on campus unless they are undertaking scheduled face-to-face seminars or tutorial delivery, or practice-based/practical classes. Departments are working to University guidance on the level of face-to-face teaching available for students. Lectures, personal tutoring, student surgeries, and other academic support will be scheduled and conducted online.
- Research – where it is not business critical for a research activity to take place on campus, staff should not come on campus. Staff should discuss with their line manager if they have a business critical research activity that needs to take place on campus. A risk assessment will need to be completed by the researcher(s) for this activity and Head of Department approval obtained before return to campus.
- PGR supervision and assessment – will primarily remain online. The University has confirmed that it is possible for 1:1 meetings to take place on campus in individual staff offices providing both parties are in agreement to this arrangement, social distancing is observed and face coverings are in place. Departments need to continue the on-going dialogue with their PGR students to find out whether there is a need for them to come on campus. Shared spaces will be subject to social distancing capacity arrangements and availability of space. Departments will need to consider whether to operate an access rota for any shared spaces that are made available.
- Student support - a reduced departmental support service will be available from the beginning of Welcome Week during office hours. This service will be comprised of a front-of-house general enquiry service that can deal with student and staff queries and activities that need to be completed in person. More extensive professional services will continue to be provided online or by telephone. Supervisory support for the front of house team should be present as part of the departmental management rota. Departments will rota administrative staff to create working 'bubbles' to allow for the NHS [Test and Trace](#) service easier to identify those who have been in close contact with someone who has tested positive for COVID-19.
- Other professional support – all other professional support that does not have a business critical requirement to be on campus will continue to work online.



- Estates support team – Estates’ maintenance staff will continue to operate around the building and will liaise with departmental staff if their tasks require cooperation.
- Meetings – all formal meetings will primarily continue to be scheduled online. The University has confirmed that it is possible for 1:1 meetings to take place on campus in individual staff offices providing both parties are in agreement to this arrangement, social distancing is observed and face coverings are in place. Otherwise smaller meetings with students can take place face-to-face but must be formally scheduled through the departmental administrative support office into a suitable room (LTTR or CTTR) with sufficient capacity for social distancing.

2.3 Working from Home

Staff should discuss their return to campus with their line manager. If it is agreed that they can continue to work from home, whether using a desktop PC, laptop or with paper-based activities, then staff should continue to follow the guidance available for [Working from Home](#).

2.4 Travel to Work

Wherever possible staff should travel to campus alone or with those that they live with using their own transport, or by walking or cycling. Staff should continue to keep up-to-date with the most current guidance at the following link.

[Coronavirus \(COVID-19\): safer travel guidance for Passengers](#).

Staff who drive to work should:

- Wherever possible park your vehicle in a space away from other vehicles, or park so that cars are not positioned driver door to driver door.
- Consider staggering your arrival and departure times in order to avoid congestion (times will need agreement with a line manager).

Warwick Conferences are offering special B&B rates for staff who would prefer to stay on campus. The new arrangements are in place between September and the end of December. Details and booking information can be found on the [Warwick Conferences website](#).

2.5 Personal Protection

In order to stay safe on return to campus, staff are advised to:

- Continue to wash their hands regularly.
- Use the hand sanitiser that will be made available throughout the Ramphal Building and other University buildings.
- Face coverings – The wearing of face coverings is required in any interaction lasting 15 minutes or longer, even where 2m distancing is possible.
- All students and staff therefore will be required to wear face coverings during face to face teaching and in indoor shared spaces such as the Library or teaching/research buildings, with exceptions for individuals where they are not appropriate (for example, on the grounds of disability).
- Transparent face coverings or visors will be available for those staff who will need to engage with students and colleagues with hearing and communication differences.



- Face coverings are not necessary in sole occupancy environments (for example offices, cars and vans) where a student or staff member is working alone.
- Face coverings are not necessary in outside spaces, where 2m social distancing is observed unless a risk assessment identifies the need.
- Face coverings should not be a substitute for social distancing measures put into place and more effective hygiene measures (regular handwashing, use of sanitisers, and catching coughs and sneezes in a tissue). To ensure the effective use of face coverings. See [Guidance on the use of Face Coverings](#).

2.6 Personal Hygiene

- Staff should not come in to work if they, or another member(s) of their household, are showing symptoms of Covid-19. The staff member should self-isolate for 14 days until a test has determined that it is not Covid-19. (See University [Covid-19 testing guidance](#)).
- Avoid skin-to-skin and face-to-face contact.
- Staff should follow the hand washing guidelines and regularly wash hands with soap and water.
- Tissues and other waste should be disposed of in local waste bins.
- Follow the Government's advice: Catch it, Bin it, Kill it



2.7 Offices

Staff attendance guidelines are outlined in 2.3. Any queries should be raised with the Head of Department or line manager.

To ensure a safe working environment the following have been put into place for office space:

- Unless the line manager has confirmed that the member of staff is expected to return to work on campus for specific duties, staff should continue to work from home.
- A maximum office capacity has been applied to each office space. Single staff offices normally have a maximum capacity of one member of staff. The University has confirmed that it is possible for 1:1 meetings to take place on campus in individual staff offices providing both parties are in agreement to this arrangement, social distancing is observed and face coverings are in place.
- Shared offices also have a maximum capacity. Where the capacity in a shared office is reduced to one then the department will put in place a rota system to share the space to support activities where staff are required to come in to campus to work.
- Where a shared office is large enough to have more than one member of staff, a revised office layout has been designed in consultation with the building manager and the department.
- Hand Sanitiser will be provided for shared offices.
- Staff need to ensure that they wipe down all surfaces before and after use.

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Personal Responsibility:

- Remove personal belongings and all other items from desk surfaces.
- Prior to starting work - clean the desk surface, chair arm rests, keyboard and mouse before you start AND at the end of the day.

3.0 Building Operations

3.1 Building Capacity

The building has been assessed and given a reduced occupancy in line with current social distancing guidelines. This fire safety occupancy is 300. Capacity in the building has been calculated to allow for scheduled face-to-face teaching, occupancy of staff and student dwell space.

3.2 Building Signage

To ensure that building users are reminded of the guidelines and 'rules' of the building, temporary signage has been put in place throughout the building. Noticeboards will be requisitioned to ensure that the signage is clearly visible and flyposting will be discouraged. Persistent flyposting needs to be reported to the manager of the group concerned e.g. department, SU, etc.

3.3 Building Access/Exit and Flow

Entrance to the building will be through the main Library Road entrance and exit will be from the doors at the rear of the building. On the ground floor staff and students will be asked to observe a keep left flow. Access to the upper floors will be via the stairs at the front of the building. Exit from the upper floors will be via the rear stairwells. Upper corridors will operate on a two-way keep left flow. Face coverings will need to be worn by students and staff moving round the building and attending seminars.

Classes held in the large lecture theatre (capacity reduced to 10%) will be asked to observe a one-way entry and exit system to minimise the crossing of groups

3.4 Stairs

Signage on the stairs will indicate the flow on the stairs. As indicated above the front stairs will be used to go up the building (Library Road side) and the rear stairs (WBS side) to go down and out of the building. In order to meet social distancing requirements, staff and students will be required to keep moving and not to linger on stairs and stair landings.

3.5 Lifts

- The use of lifts in buildings should be avoided at all times where possible and used only by disabled persons, or for the transport of large/heavy/hazardous materials where transport on stairways would not be possible or safe.
- Each lift in the building under Covid 19 social distancing has a maximum capacity of one person per lift carriage unless a carer is travelling with member of staff or student included in the point above.
- There will be signage on the lifts to explain under which circumstances they may be used.



3.6 Cleaning and Sanitiser

Enhanced cleaning procedures will be in place across the Ramphal Building, particularly in communal areas and high 'touch points', which will be carried out by both Campus Cleaning Services and staff in their own personal spaces. Cleaning guidance posters will be displayed in the building.

As well as an increased cleaning regime, hand sanitiser will be located at key points throughout the building.

4.0 Building Facilities

4.1 Toilets and Hand Washing Facilities

Campus cleaning services will ensure that there is an adequate supply of soap and fresh water in toilets for staff and students to wash their hands regularly. Signage near the toilet facilities will indicate the following:

- Maintain 2 metres social distancing where possible.
- Where it is not possible to maintain social distancing within the facility, please queue outside the space.
- Adjacent cubicles may be used simultaneously.
- Avoid standing directly next to others at urinals.
- Ensure you wash your hands with soap for 20 seconds.
- Hand-dryers are safe to use after hand washing.
- These facilities will be regularly cleaned throughout the day.

Specific guidance for Ramphal Building

- In the majority of areas in Ramphal Building, it will be impossible to restrict the number of people using the toilets at any given time. A maximum occupancy figure will be indicated on the door. Staff and students will be asked to make a visual check on the number of people in the spaces and not to enter if it is apparent that the space is already at capacity.
- An enhanced cleaning regime will be in place for toilet facilities, focusing particularly on key touch points such as door handles, locks and the toilet flushes.
- Campus Cleaning Services (CCS) staff will empty toilet facility waste receptacles regularly.

4.2 Kitchens and Common Rooms

To ensure the safety of staff within the kitchen area the following will be in place:

- The maximum number of people permitted in the kitchen at any one time will be indicated on the kitchen door/wall outside. The majority of the Ramphal building kitchen facilities are very small and will involve a "one out, one in" procedure with only one person permitted in the kitchen at a time and one waiting outside 2 metres from the entrance. Larger facilities will have the capacity of the space clearly indicated near the entrance to the space.



- *Shared kettle and fridge facilities* - prior to the handling of communal items in the kitchen (or offices), such as kettles and fridges, all staff should wash their hands for at least 20 seconds in accordance with government guidance to prevent contamination of surfaces.
- Staff should bring their own crockery/cutlery to work. These items can be washed in the kitchen, but must be removed immediately after washing. Crockery/cutlery and food must not be left out in kitchens or offices.
- All areas being used must be cleaned before and after use.
- Staff should not congregate near the kitchen and shared facilities.
- Staff will be asked that where practical breaks should be taken in 'open' spaces such as outdoors.

Where departments have staff common rooms:

- Staff Common rooms have been assessed and given a maximum capacity under social distancing guidelines. Staff using these facilities should ensure that the occupancy is not exceeded and they maintain the 2 m social distancing requirement. Specific guidance for departmental areas is included in the departmental SOP. Departments may introduce a rota or booking system to ensure that the capacity of the common room is managed appropriately.
- *Shared kettle and fridge facilities* - prior to the handling of communal items in the kitchen (or offices), such as kettles and fridges, all staff should wash their hands for at least 20 seconds in accordance with government guidance to prevent contamination of surfaces.
- All areas being used must be cleaned before and after use.
- Staff should not congregate near the common room and shared facilities.

5.0 Centrally and Locally Timetabled Teaching Spaces

Space Management and Planning has created a SOP and risk assessment for centrally timetabled teaching spaces, which will be used for general seminars and tutorials. Once formally signed off these will be available at <https://warwick.ac.uk/coronavirus/intranet/actions/buildings/blueprintra>. Departments have produced specific risk assessments and SOPs for discipline-specific teaching and learning spaces.

6.0 Emergency Evacuation Plans

6.1 First-aid

The primary purpose of First Aid is to preserve life and first aid should be administered if required and until the emergency services attend.

The likelihood of a first-aider being called to a first aid incident in the University which involves a person who is infected with novel coronavirus (COVID-19) is low, due to its current circulation rate in the population, the reduced number of people on campus (compared to normal) and the government instruction for anyone with symptoms to self-isolate at home.

First Aiders have been offered a special first aid pack and [guidance](#) to deliver first aid safely.

Departmental first-aid coverage will be reduced due to building capacity restrictions, so if your departmental first-aider is not available then you can call Security for help. Security staff are all First Aiders and can be called in an emergency.



6.2 Emergency Evacuations

Emergency evacuations – all staff have a duty to take care of their own health and safety and that of others who may be affected.

Departments should review any personal emergency evacuation plans (PEEPS) for individuals who may need assistance during an evacuation.

The key message to building users is as follows.

- emergency Fire Routes – fire doors should *not* be propped open
- if the continuous alarm is sounded staff and students should leave the building immediately using the nearest exit
- staff teaching a class should help to lead their class out of the building
- once outside, staff and students should move well away from the building and should not linger in groups in front of the entrances and exits
- Security will come out to check the building and to guide the fire service
- staff and students should not attempt to re-enter the building after the evacuation alarm has been sounded. They should only re-enter the building once Security has given the all clear and permission to return

7.0 External Visitors and Travel

At the current time, we are advising that visitors should be discouraged from visiting the campus and instead should communicate and work with us online. Where a department has to have an external visitor for a business critical activity, a separate activity risk assessment will have to be completed and approved by the Head of Department/senior line manager. These requests need to be forwarded for final approval to the Business Continuity team at the following email address

businesscontinuity@warwick.ac.uk . Note. An external visitor or group may need to seek permission from their own employer, etc. if they are visiting campus.

8.0 Reporting a potential Covid 19 outbreak or showing symptoms

If you think you may have contracted coronavirus, you must follow [Public Health England](#) advice. Further details on this can be found [here](#). If there is a reported outbreak associated with the building, this should be immediately reported to your Head of Department/line manager, who will liaise with Health and Safety Services in conjunction with Public Health England in terms of the actions that need to be taken.

9. How to raise any concerns

If you are unsure or feel that the control measures are not adequate, or are not working, you should discuss these concerns with your line manager in the first instance. If necessary, you can escalate concerns to our Health and Safety Representative and/or our Health and Safety Office/Adviser or the [H&S Helpdesk](#).



Risk Assessment for Returning to Work during the Covid-19 Lockdown Easing Period

Department/ Group/Team	Occupants of Ramphal Building – Faculty of Arts School of Cross-faculty Studies, Department of History – Centre for History of Medicine, Faculty Centre for the Study of the Renaissance, Faculty Humanities Research Centre, Faculty CADRE PGR space	Date of assessment	August 2020
Building	Ramphal Building – Faculty of Arts areas and general circulation space and facilities.	Reduced Occupancy Level (Maximum)	Maximum occupancy in Faculty of Arts single and shared offices, common rooms, etc. on floors 1-2 is 44 people. Maximum occupancy for the building is an estimated 300 including the 44 above.
Space(s) in use	Faculty and departmental areas; departmental LTRs and specialist space; CTRs; common areas (kitchens, toilets circulation space)	Number of People	As detailed above.
'Critical Activities' to be carried out	<p>The critical activities are to deliver face-to-face teaching and learning and student support in the locally timetabled rooms, specialist teaching rooms and centrally timetabled rooms and to provide a limited on-site student support and guidance service.</p> <p>There will be some usage of individual academic staff offices and shared office space associated with the teaching and learning and student support. In addition, there will be some PGR student usage of individual and shared office space for those students who need to continue to undertake their research on campus.</p>		

The overarching guidance is that attendance on campus should be for business critical activity. By this, we mean scheduled teaching and learning and student support for academic staff, GTAs and other sessional teachers. A reduced student support function (professional and technical). Research that has to take place on campus because of access to particular resources or other requirements. PGRs that need to be on campus in order to access particular resources, or because they need study space and/or have some teaching. This description will not cover all circumstances and any cases not covered should be referred to the line manager for clarification.

Management oversight of the Arts-based building activities will be overseen by the Chair of Faculty and Director of Administration for Arts and the Arts HoDs' Forum working collaboratively with management colleagues in the Faculty departments and centres with the support and advice of colleagues from Estates, Health and Safety, HR and SPA.

The departmental and faculty professional services presence will be reduced to 25-30% pre-Covid capacity and will be scheduled on a rota.

PGR students – The faculties and Doctoral College recognise that some PGRs will be able to work on their research from home. For those who cannot work from home, or need access to certain on campus facilities, departments will endeavour to provide suitable socially distanced shared working spaces to support their students' needs.

Space planning will be managing the centrally timeabled spaces according to the blueprints (the latter are currently to be confirmed): <https://warwick.ac.uk/coronavirus/intranet/actions/buildings/blueprintra>

Line Manager carrying out the assessment

The Faculty of Arts Director of Administration has completed this overarching building risk assessment for the Chair/VP of Arts in consultation with the Heads of the School of Cross-Faculty Studies, Centre for the Study for the Renaissance, Department of History, Humanities Research Centre and CADRE.

Further information on Risk Assessment, Covid 19 and general health and safety are available at:

<https://warwick.ac.uk/services/healthsafetywellbeing/managingrisks/>

<https://warwick.ac.uk/services/healthsafetywellbeing/a-z/healthandsafetyguidanceoncovid19>

There is also a Risk Assessment Moodle training module available via Warwick's MyMoodle and another short module which is in development for 'Staying Safe' which may be useful for staff who are returning to campus.

If you require support or advice on completing this form, please contact your Health and Safety Officer or Health and Safety Adviser:

<https://warwick.ac.uk/services/healthsafetywellbeing/contacts/>

Staff supporting
assessment process

Andy Bastable – Building Manager, Simon Watson – Health and Safety, Helen Way and Sue Horner from – HR, Hywel Rowles – SPA.

The UCU representatives on the building meetings and included in the building SOP and RA development correspondence are Dr Alastair Smith and Dr Peter Dwyer

The building consultation group has included representatives from all the departments and centres. These colleagues have been in turn talking to their colleagues about the creation of the SOP and RA for the building. A two-way process for consultation, feedback and communication has been observed.

It is recognised that the current situation is still evolving and that the SOP and RA will need to be revisited to ensure that they remain current. Any changes will be discussed and then communicated on to the Arts Ramphal Building constituents.

Additional Information

Staff should not be coming into work unless the work is deemed a 'critical activity' by the University.

For 'critical activities', managers need to examine the spaces that they require people to work in and determine how they can manage the risks associated with Covid-19 in that space and connected with the work involved. Not all tasks need to be completed on campus and staff must only come to campus if

they cannot do the work from home, and only then to complete the essential tasks before going home to continue working from there for the rest of the day/week. Managers should be minimising the amount of time they or their staff need to be on campus.

Limiting Durations of Work

Time spent with others, as well as distancing, is an important control measure. People might only need to come to campus to complete their ‘critical activity’ tasks and then could go home to continue working from there for the rest of the day/week. Wherever possible managers/supervisors should be minimising the amount of time they or their staff need to be on site.

Meetings

Meetings should only be held if absolutely necessary, and should be held as online meetings, even if some or all of the participants are on campus. Where this is not possible meetings must be held where 2 metre distancing can be maintained and preferably in a well ventilated space or outdoors.

Other Risk Assessments

Risk assessments already in place (for work activities, chemicals, biological agents, work equipment, etc.) are still applicable and must complement the risks and risk control measures covered in this specific risk assessments. These risks need to be assessed jointly and a holistic approach to ensuring the health and safety of individuals adopted.

Further information

Refer also to the Standard Operating Procedure for staff returning to work to carry out ‘Critical Activities’ during Covid-19 lockdown easing period, which is included at the end of this assessment.

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)		Control Measure (Please answer the questions in this column)
Eliminate	Any staff reporting that they are unwell with symptoms of Coronavirus (Covid-19) must be told not travel to or attend the University. Their sickness absence should be recorded within the University HR System	Academic teaching and learning – the Executive has asked departments to provide face-to-face teaching up to a maximum of 75% for 1 st year seminars and a maximum 60% for 2 nd , 3 rd year and PGT seminars. It is these scheduled classes that have been prioritised for

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)	Control Measure (Please answer the questions in this column)
<p>SuccessFactors. Testing is available for any members of staff deemed to be required to come to work by the University for ‘critical activities’.</p> <p>Staff with symptoms must be told to self-isolate, as should staff with members of their household who are showing symptoms, until testing confirms that it is not Covid-19 (see University Covid-19 testing guidance) or the relevant time period has elapsed.</p> <p>If a member of staff does fall ill, then the space in which they were working should be left empty and well ventilated for at least 72 hours and extra cleaning be arranged with Cleaning Services by the manager.</p> <p>Staff who are in the ‘extremely vulnerable’ group (have received a specific letter from the NHS) are shielded and must not come to work. Staff in the ‘vulnerable’ group need to follow the strictest levels of ‘2 metre distancing’, and they should continue working from home or to stay at home until further notice.</p> <p>Meetings on campus</p> <p>Meetings should continue to be held as online meetings, even if some or all of the participants are on campus. Where this is not possible meetings must be held where 2 metre distancing can be maintained and preferably in a well ventilated space or outdoors. DO NOT invite visitors to come to campus, other than contractors who need to attend to equipment or systems required for a critical activity.</p>	<p>delivery and staff are only coming in to deliver these classes. This teaching may be scheduled in teaching spaces across the campus in order to use spaces that meet the SD requirement. Lectures, personal tutoring and student surgeries will all be delivered online some seminars. PGR supervision and assessment will be delivered online.</p> <p>Sessional staff/GTAs/PGR teaching – these part-time staff will be supported in the same way as core employees and be provided with the SOP and risk assessment. Departments will ensure that these staff have access to suitably socially distanced space for breaks and times between teaching. Smaller CTRs and LTRs may be commissioned for this purpose.</p> <p>Professional support – a limited student support service is being provided by academic departments on a rota basis.</p> <p>Management – in order to ensure a safe working environment, management and supervisory representatives will only be on site on a rota basis.</p> <p>All staff will receive a copy of the standard operating procedures (SOP) for the building. These include the guidance for staff about self-isolation in the event of any Covid 19 symptoms emerging.</p>

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)		Control Measure (Please answer the questions in this column)
		<p>All departments will ensure that their staff are aware of the Covid-age Self Assessment form and process for discussing their concerns with HoDs and other line managers. This is to ensure that the individual situations of staff that have been identified as extremely vulnerable or vulnerable have been fully considered.</p> <p>The guidance issued to staff in the standard operating procedures for the building clearly indicates that all meetings will continue to be scheduled online as will all student personal tutoring meetings and surgeries.</p> <p>Where, exceptionally, an academic or professional colleague needs to hold a face-to-face meeting with a student, then the guidance is that this normally should be booked by the departmental/service area support office into one of the small teaching spaces to ensure that social distancing is appropriately maintained.</p> <p>The University has, however, confirmed that staff can hold 1:1 meetings in single offices if both parties are in agreement to this arrangement, are wearing masks and sit at least 2m apart during the meeting.</p>
Reduce	Where 'elimination' cannot be applied consider whether you can 'reduce' the likelihood of persons coming into contact with one another:	The overall planned building operations for the Ramphal Building have been scaled back to a maximum

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)	Control Measure (Please answer the questions in this column)
<p>Consideration should be given to rotas or shifts in order to keep the number on campus at any one time to a minimum. Night shifts should be avoided, but early and late shifts, or weekend working might be appropriate.</p> <p>Lone working may also need to be considered at this time with a reduction in numbers. A Lone Working template SOP has been developed which can be adapted for the group to use.</p> <p>Booking systems for deliveries or collections, and systems for the use of receptions, should be set up in such a way as to minimise person-to-person contact.</p> <p>People must be encouraged to leave the University as soon as they have finished the activity which cannot be conducted from home.</p> <p>Wherever possible, all data should be uploaded to a shared drive or system which allows the analysis or work to be undertaken at home.</p> <p>Writing-up of experiments, results and reports must be conducted at home.</p>	<p>of 30% of previous activity levels. Fire safety occupancy of the building(s) has been reduced to 340. Lectures will run asynchronously online and only up to the agreed level of seminars will take place face-to-face. Face-to-face professional student support will be front of house only on a rota basis, with additional support available online or by telephone.</p> <p>Staff are still being encouraged to work from home on days where their work is not deemed business critical to provide a face-to-face service.</p> <p>Once the face-to-face activity is completed, staff are being encouraged to leave the campus and return to working from home. Professional staff are being rota-d to minimise the period of time that they have on campus. Rotas will be set up to manage bubbles of staff attendance to further reduce opportunities for transmission.</p> <p>Departments have been asked to review their operations and to identify when and where lone working may be taking place. The lone working template will be completed by departments with a plan to manage identified activities safely.</p> <p>The University Timetabling team will manage the scheduling of student seminars in the building. Capacity for teaching spaces has been set at 10% for tiered spaces and 25% for flat spaces. Maximum</p>

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)		Control Measure (Please answer the questions in this column)
		<p>capacities have also been issued for offices and other spaces (including dwell spaces) to manage social distancing and potential transmission of the virus.</p> <p>The departments will operate rotas for any shared office spaces with clear guidance on cleaning regimes and the provision of hand sanitiser and other cleaning facilities.</p> <p>The Building Manager and Estates will work with the occupants to put up signage around the building to help manage capacity, queues, flow and hand washing and sanitisation.</p> <p>PPE supplies are being coordinated on a building basis and will be bulk ordered with the support of the Director of Administration and the Building Manager.</p>
Isolate	<p>Where work activities have to be carried out with others, and persons have to work within relative close proximity to one another for intermittent work activities:</p> <p>Screens (such as Perspex screens) and barriers (to keep people back from reception desks for example) must be deployed where there is regular contact with people which cannot be eliminated.</p> <p>Try to keep staff groups small and consistent as far as possible, forming fixed teams and partnering arrangements for people whilst at work. The</p>	<p>Screens will be provided for student support offices as requested.</p> <p>The building will adhere to the University's face covering policy as outlined in the SOP.</p> <p>Floor markings will help guide staff and students where queuing is required.</p>

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)	Control Measure (Please answer the questions in this column)
<p>number of different contacts people have with others at work should be kept as low as is possible.</p> <p>Consider access for cleaners, IT staff, Estates staff, etc. and how such activities can be carried out safely.</p> <p>Ventilation and fresh air is important – desk top humidifiers must not be used in the workplace.</p> <p>Justify why you cannot conduct a meeting online, AND is there a space where you can meet with a small number of staff that is in the open or where there is good ventilation, and where 2 metres distancing can take place? Use Teams/Zoom/Skype, etc. for meetings.</p>	<p>The maximum capacity for kitchens and toilets will be clearly displayed outside these facilities.</p> <p>As guided by UEB, the departments have reduced face-to-face teaching transactions so that only the agreed level of seminars are being delivered face-to-face. The rest of the tutorials and seminars and all lectures will be delivered online.</p> <p>Professional staff and management attendance will be on a rota basis</p> <p>Shared spaces will be reviewed and a maximum capacity allocated so that only a fixed number of staff are in the spaces at any one time. A rota/room booking process will be initiated by the department for these spaces.</p> <p>All staff will receive a copy of the SOP for the building and this risk assessment and will be aware of the guidance for maintaining social distancing and other safety protocol.</p> <p>The Ramphal Building has many naturally ventilated spaces where windows can be opened. Any specific</p>

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)		Control Measure (Please answer the questions in this column)
		queries or concerns about ventilation in spaces are being followed up by the Building Manager and Estates.
Control	<p>Where 'critical activity' work within 2 metres just cannot be avoided:</p> <ul style="list-style-type: none"> • Introduce a local system where you will know who is on site and what work they are doing and increase the level of supervision to monitor and manage compliance with the working arrangements. • People should work from a desk or workstation assigned for their exclusive use, and avoid desk sharing or hot-desking as far as possible: where desks, workstations or equipment have to be shared, these should be cleaned after each use. • Workers should conduct their activities by working side by side, or facing away from each other, rather than face to face wherever possible • Ensure that there is a means to regularly clean common touchpoints, doors, buttons, handles, tools, equipment etc. in spaces where you do not have routine cleaning by Estates Cleaning staff. • Ensure that there is hand washing facilities in the spaces (with soap and water) to permit people to wash their hands before and after using any equipment? • Introduce hand sanitiser (e.g. where limited access to soap and water) • Keep work to short durations e.g. less than 15 minutes. • Reduce the frequency that the lifts are used to reduce congestion and contact at all times including where the lifts are used for the movement of goods from one floor to another. • Cleaning equipment/supplies for IT equipment (including photo-copiers, etc.) might be required, and/or added to the cleaning regime for the area. 	<p>For the majority of tasks taking place in the building, it will be possible for staff to work 2 metres from each other. They will occasionally need to pass essential paperwork across to each other, but this can be done in a social distanced way, as can accepting any absolutely essential documents from students. Where possible most transactions will take place online.</p> <p>Room capacity has been reduced to make the usage of shared offices as safe as possible. Advice and guidance is available from Health and Safety on the best layout for shared spaces.</p> <p>Staff will be given guidance on cleaning their own desks and other shared spaces such as common rooms and kitchens. Cleaning facilities will be made available to staff in shared offices. It will be up to staff to report to line managers if they find colleagues are not behaving appropriately and keeping their spaces clean.</p> <p>The reduced capacity (25-30% of Pre-Covid 19 capacity) of the building ensures that there are plenty of toilet facilities in which staff and students can wash their hands. These facilities will be cleaned (x 3 a day -1 full clean and 2 additional toilet facilities checks/sanitisation) and the supply of soap and other facilities will be maintained.</p>

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)	Control Measure (Please answer the questions in this column)
<ul style="list-style-type: none"> Consider access for cleaners, IT staff, Estates staff, etc. and how such activities can be carried out safely. 	<p>Hand sanitiser will be provided in all key points in the building, e.g. entrances, kitchens and toilets and can be requested by departments for shared office spaces.</p> <p>A clear protocol has been established for the usage of the lifts, which means that they can only be used either by a member of staff or a student with a disability (plus carer if appropriate) and/ or for the movement of heavy items from floor-to-floor.</p> <p>It is possible that cleaners, porters, IT Staff or Estates colleagues may need access to spaces where staff are working. In the event this is the case, then for short periods of interaction the 2 metre social distancing guideline may be observed, e.g. when post is being delivered. Where this is not possible and the room capacity would be exceeded, or longer attendance is required, the staff member may need to vacate the space in order for the work to be completed/or to request attendance at another time when the room will be vacant, e.g. cleaning a 1 person office, or a maintenance repair which requires more than one worker in attendance.</p>

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)		Control Measure (Please answer the questions in this column)
First Aid and Fire Safety	<p>Have you considered any high risk activities which need particular First Aid or Fire Safety arrangements. If you are concerned about first aid cover or fire safety contact the Health and the Safety Helpdesk.</p> <p>Security will be able to provide emergency First Aid support during this period, but managers should endeavour to provide first aiders as far as is possible at present.</p> <p>Encourage all members of staff to act as temporary Fire Wardens during this period. They can complete the Fire Warden training module available on Moodle (available using the Fire Warden link). They need to know how to flag any concerns relating to fire safety to the Health and Safety Helpdesk. Normal fire escape routes take precedence over one-way routes in an emergency situation.</p>	<p>The building meetings have not identified any high risk activities going on in these spaces.</p> <p>A list of first-aiders is available for the building, however, due to reduced capacity allowed in the building, not all first-aiders will be present. The staff have therefore been informed of how to contact Security in the event of a first-aid incident?</p> <p>General risk assessments blueprints for centrally timetabled teaching spaces (CTTRs) are planned. These are currently to be confirmed.</p> <p>Local risk assessments for specialist activities (including the café) and locally timetabled teaching spaces (LTTRS) will be made available to staff by Heads of Department and line managers once they are signed off.</p>
Behaviours	<p>The measures necessary to minimise the risk of spread of infection rely on everyone taking responsibility for their own actions and behaviours. As a manager you will need to encourage an open and collaborative approach, where any issues can be openly discussed and addressed.</p> <p>Line managers must hold a ‘returning to work briefing’ with any staff returning to campus at the earliest opportunity, sharing this completed document with them in writing and allowing any questions.</p>	<p>Heads of Department and line managers have been asked to work closely with their staff and to encourage them to raise any concerns that they have about staff or student actions and behaviours with regard to the potential transmission of the virus. They will also be encouraged to report to HoDs and line managers if there are any concerns about cleaning and or availability of hand washing facilities, sanitiser, etc.</p>

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)		Control Measure (Please answer the questions in this column)
	Line managers must carry out regular team meetings to review this risk assessment and arrangements with staff. Line Managers should also refer to and follow any relevant HR or OD guidance.	Any changes to the SOP, risk assessment or other control measures will be discussed virtually with the existing building group and then once confirmed will be given to Heads of Department and line managers for onward transmission to their staff and students.
One way Routes and Passing Places	Line Managers must find out any local temporary instructions on any access/egress arrangements, one way routes and passing places. These must be shared with your staff. Normal fire escape routes take precedence over one way routes in an emergency situation.	The standard operating procedures (SOP) for the building will be communicated to all staff through their departments or service area. This includes instructions on access/egress to the building and building flow.
Communal areas	<p>It is important that people continue to take breaks from their work activity. Communal areas which are used for breaks and meals must be arranged to ensure that people maintain 2 metre separation at all times.</p> <p>If people need to remain on campus, they should be encouraged to take their breaks outside in the fresh air, while maintaining 2 metre separation.</p> <p>People should bring their own food, which ideally does not require the use of a microwave, as there will potentially be limited access to kitchen or catering facilities.</p> <p>Kitchenettes, etc. must have floor markings to ensure that they do not become overcrowded and allow queuing, back-to-back working and one-way systems.</p>	<p>The standard operating procedures (SOP) for the building will be communicated to all staff. This includes overarching guidance on taking breaks from work activity. It also includes guidance on usage of kitchens and common rooms.</p> <p>The SOP also provides guidance on the usage of toilet facilities in the building. Signage for toilets has been provided to indicate maximum capacity of facilities and queuing arrangements.</p> <p>Departments/service areas will provide guidance on the management and, where appropriate, staggering of</p>

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)		Control Measure (Please answer the questions in this column)
	Toilets, changing rooms, showers, etc. must be managed to ensure that they do not become crowded. ALL personal items MUST be removed from showers and changing rooms unless they are placed in a plastic bag in a locker.	breaks to help manage access to locally managed kitchen and common room facilities.
Personal Protective Equipment (PPE)	<p>Workplaces should NOT encourage the precautionary use of extra PPE to protect against Covid-19 (except when responding to suspected or identified cases of Covid-19). Use the link to see University and Government Guidance on the use of Face Coverings</p> <p>Where PPE is deemed necessary as a control measure to ensure the safety of the individual for the work activity that they are undertaking, e.g. work involving hazardous substances, it must continue to be worn.</p> <p>Workers MAY choose to use a home-made face covering in the workplace, but this should NOT be a substitute for 2 metre distancing and more effective hygiene measures (regular handwashing, use of sanitisers, and catching coughs and sneezes in a tissue).</p> <p>Workers who choose to use a face covering should be supported in its effective use.</p>	<p>The building will be operating to the mandatory guidance on face coverings as detailed in the SOP.</p> <p>Screens will be provided for staff working in face-to-face student support areas.</p>
Guidance to staff	<p>Have you issued the Covid-19 guidance to all of those that are returning to work to carry out 'critical activities' (see <i>General principles to be applied for those coming in to work to carry out 'critical activities'</i>)</p> <p>Have you arranged briefing sessions on the risk assessment and SOP with staff?</p>	<p>This document has been circulated to all representatives at the Ramphal building meetings. Once the final version has been signed off, departments and service areas will need to ensure that it is circulated to all staff. A copy will also be lodged on the University website. Location to be confirmed.</p>

Hierarchy of Control Measures to be used (these are listed in order of priority, but a combination of controls may be required)		Control Measure (Please answer the questions in this column)
	Have you arranged 121 meetings with staff who are vulnerable, living with vulnerable people, pregnant, in the BAME community, are disabled or who might have child care (or other care provision) challenges at this point in time?	All managers have met or will be meeting with their staff to discuss the plans for the return to campus. Guidance will be given about completing the Covid 19 Age Risk Assessment and raising individual concerns by line managers. Staff returning to campus will be required to complete the checklist with their line manager.

Tick here if the level of risk is acceptable to permit the work activity to take place (once you have put the control measures above in place)	✓	Line Manager Signature	
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List of people that this assessment has been shared with:
Heads of Department/line managers for staff who work in the building and all their staff. Union representatives. Health and Safety, Building Manager, HR Manager or Advisor/ Directors of Administration for other Faculties

Review date: this assessment needs to be reviewed and updated should anything change, should people raise any concerns, or at least once every week

Approved By (HOD or Director)	Professor Penny Roberts, Vice Provost/Chair of Faculty of Arts
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Signature	
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Date	18/08/20
Review Date	1/10/20

Position	Vice-Provost and Chair of the Faculty of Arts
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Print and sign a copy, then obtain a signature from your HoD or Director, then share electronically with those involved in the ‘critical activity’ which is requiring them to come in to the University to work.

Send an electronic copy to your Health and Safety Officer or Health and Safety Adviser. Then await approval from the Campus Re-Opening Working Group, noting that until the building is Covid-19 secure and approval has been received, a return to work date should not be established with your staff.

Complete and position the [Covid 19 Secure Poster](#) in your respective workspace(s).

Standard Operating Procedure for returning to work to carry out ‘Critical Activities’ during Covid-19 lockdown easing period

This guidance sets out the general principles on things to consider before permitting people to return to work to carry out ‘critical activities’ post easing of the lockdown measures. These guidelines have been drafted to mitigate the potential resurgence of Covid-19 in the workplace after re-opening. In essence the general principles will require the University to continue to apply the Public Health England (PHE) guidelines which are:

Social distancing	Workers must follow the guidance on staying alert and safe (social distancing) and Staying Safe outside your home guidance. Where they cannot work from home, they must follow the same principles of social distancing while travelling to and from work and while at work. This will require some thought about how the 2m distancing measures can be applied at work. Managers/Supervisors will carry out an assessment of this.
Self-isolation	Anyone who either has a high temperature or a new persistent cough or is within 14 days of the day when the first member of their household showed symptoms of Coronavirus (Covid-19) must not come in to work, but must follow the guidance on self-isolation .
Person at increased risk	Anyone who is at increased risk of severe illness from Covid-19 (‘Clinically Vulnerable’) should continue to follow the ‘strict social distancing’ rules as recommended by the Government and as per the instructions in any advice that they have received from the NHS or their GP during this crisis.
Persons defined on medical grounds as extremely vulnerable	Anyone identified as ‘ Clinically Extremely Vulnerable ’ will have been advised in a letter from the NHS or from their GP/health authority and must follow the guidance on shielding and protecting extremely vulnerable people .
Living with a person in one of the above groups	Anyone living with a person who is at increased risk of severe illness (‘Clinically Vulnerable’), or an ‘Clinically Extremely Vulnerable’ person who is shielding from Coronavirus (Covid-19), should stringently follow the guidance on social distancing and minimise contact outside the home.
If someone falls ill	<p>If someone develops a high temperature or a persistent cough while at work, they should:</p> <ul style="list-style-type: none"> • Ensure their manager or supervisor is informed (via telephone preferably) • Return home immediately • Avoid touching anything • Cough or sneeze into a tissue and put it in a bin, or if they do not have tissues, cough and sneeze into the crook of their elbow. • Arrange a Covid-19 test as per the Covid-19 testing guidance. <p>They must then follow the guidance on self-isolation (link above) and not return on to site until their period of self-isolation has been completed or test has been proven negative.</p>

The University will:

Share all Risk Assessments and SOPs with staff and encourage staff to comment on and influence the content of the assessments and the associated control measures.

Continue to have an operational emergency team in place comprising of essential staff to respond to any emergency.

Establish procedures for alert and outbreak verification to receive early warnings should the virus appear on campus.

Utilise existing communication channels for the drafting of situation reports, briefings, back-up of information, etc. for internal and external stakeholders.

Follow its existing contingency plans which address the impact of potential resurgence of disease in the workplace after re-opening including a mechanism for identifying triggers that could change the current approach being adopted.

Carry out building assessments to consider safety arrangements (2 metre distancing, hand washing, sanitiser, barriers, screens, access controls, etc.) in communal and shared spaces, including entrances, exits, stair wells, lifts, corridors, toilets, showers, locker rooms, kitchens and rest areas.

Managers / Supervisor Responsibility

The first principle will be to decide whether work activities are 'critical' and should recommence or whether there are other ways of completing that work, e.g. continued working from home.

Managers otherwise will need to complete the above risk assessment of the Covid-19 hazard which will consider the spaces that they have people working in and determine whether they can maintain 2 meter distancing in that space whilst carrying out the required work activities.

Where people are continuing to work from home, whether using a desktop PC, laptop or with paper-based activities, then the work is generally 'low-risk' and they should continue to use the guidance available for [Working from Home](#).

For work activities that can only be conducted by coming in to work and deemed 'critical', then the risk control measured and general principles within this document need to be applied by everyone.

Sharing Information with Staff

Line Managers will complete the above risk assessment and a completed copy of the risk assessment outlining the control measures that need to be put into place to permit 'critical activities' to be carried out on campus will be provided to all those involved in the 'critical activities'.

The following guidelines need to be followed by every person coming on to campus in order to try to prevent a resurgence / spread of the Covid-19 infection. A copy of these guidelines will also be shared with staff.

If Staff have Concerns

If staff are unsure or feel that the control measures are not adequate, or are not working, they should discuss with their manager or supervisor in the first instance. If necessary, they can escalate concerns to their Health and Safety Representative and/or their Health and Safety Office/Adviser or the H&S Helpdesk. If necessary, they can stop work: **there is nothing so important that it cannot be done safely!**

General principles to be applied for those coming in to work to carry out 'critical activities'

1. Travel to Work

Wherever possible people should travel to campus alone or with those that they live with using their own transport, or by walking or cycling. Should there be a need to reference government documentation about this, refer to: [Coronavirus \(COVID-19\): safer travel guidance for Passengers](#).

Those that drive to work must:

- Wherever possible park their vehicle in a space away from other vehicles, or park so that cars are not positioned driver door to driver door.
- Consider staggering their arrival and departure times in order to avoid congestion (times will need agreement with a line manager / supervisor).

2. Driving at Work

For those that need to travel whilst at work (i.e. around campus, between campuses or other locations). Wherever possible members of staff should travel alone. If staff have no option but to share a vehicle, then they should:

- Share with the same individuals and with the minimum number of people at any one time
- Wherever possible maintain a distance of two metres and avoid touching their faces
- Maintain good ventilation (i.e. keeping the windows open) and face away from each other during the journey
- Wash their hands for 20 seconds using soap and water or hand sanitiser if soap and water are not available before entering and after getting out of the vehicle
- Regularly clean the vehicle using gloves and standard cleaning products, with particular emphasis on handles and other surfaces which may be touched during the journey.

3. Access to/Egress from Buildings

- Non-essential visitors should not be invited on to campus.
- There will be a reduced building occupancy during this period for each building. Managers will be required to liaise with Estates to determine the occupancy numbers for each space.
- Start and finish times should be staggered to reduce congestion and contact in agreement with your line manager.
- Two meter distancing will need to be maintained on entry and exit from buildings. Follow any signage in place as there could be a change made to the number of access points into the buildings or a one-way system introduced in order to reduce congestion on circulation routes.

- There will be no planned fire emergency evacuations during the lockdown easing period, so if the fire alarm sounds, people will be encouraged to leave the building as normal, using all available exits, rather than congregating on normal staircases. Any one-way system introduced can be ignored at this time.
- Allow plenty of space between people waiting to enter / leave each building.
- Signage may be in place in certain locations:
 - Floor markings may be put down to ensure 2 metre distance is maintained between people when queuing
 - Reminding workers not to attend if they have symptoms of Coronavirus (Covid-19) and to follow PHE guidelines
- Entry systems will continue to be in operation as these do not require persons to make personal contact with them.
- People will be encouraged to wash their hands for 20 seconds using soap and water or to use sanitiser when entering and leaving buildings.
- Common contact surfaces in receptions, offices, circulation spaces and door furniture will continue to be cleaned, particularly during peak flow times.
- Persons needing to meet one another will be encouraged to hold gatherings online, or if this is not possible then meetings should be outdoors or in well ventilated spaces where good distancing can also be maintained.
- Where deliveries need to be made, drivers and staff members should wash or sanitise their hands before and after handling.

4. Use of Circulation Spaces and Lifts

- One-way systems may be put into place to avoid congestion and crossing people's paths within a 2m distance. Everyone must follow these (where they are in place) and wherever possible maintain a 2m distance from others.
- Stairs should be used in preference to lifts (with the exception of goods lifts) and, as they are small confined areas, lifts should only be used by one person at a time and only by those staff or students who are unable to safely use the stairs during this period.

5. Personal Hygiene

- Staff should not come in to work if showing symptoms of Covid-19 and should self-isolate for 14 days if other members of their household have symptoms until a test has determined that it is not Covid-19. (See University Covid-19 testing guidance).
- Avoid skin to skin and face to face contact.
- Staff must follow the hand washing guidelines and regularly wash hands with soap and water.
- Those that are required to wear protective gloves for their work to ensure they are removed so to avoid cross-contamination.
- Tissues and other waste to be disposed of in local waste bins regularly.
- Staff to follow the Government's advice: Catch it, Bin it, Kill it



6. Hand Washing

- The University will ensure that there is an adequate supply of soap and fresh water to wash hands regularly. Staff to wash their hands with soap and warm water for at least 20 seconds each time.
- The University will provide hand sanitiser (minimum 60% alcohol based) where hand washing facilities are unavailable.

Toilet Facilities

- In most locations around campus it will be impossible to restrict the number of people using toilet facilities at any given time. That said, if required to queue, anyone queuing should ensure 2 metre distancing is maintained and as much space is permitted to circulate otherwise within the toilet facilities themselves.
- Everyone must wash their hands following the Hand Washing guidance after using the toilet facilities and should dry their hands properly.
- Cleaning regimes for toilet facilities, particularly door handles, locks and the toilet flushes will be maintained.
- Cleaning staff will empty toilet facility waste receptacles regularly.

7. Cafes and Rest Areas

Cafes on campus will be offering a reduced service during the lockdown easing period, possibly just a take away option at times, and some will remain closed. Where possible staff should bring their own food to work and return to their work locations (where safe to do so to consume food) and eat there, or at some other external space away from others.

- Staff will observe 2 metre distancing measures whilst queuing.
- People should stagger break times to reduce congestion.
- Drinking water will remain provided with enhanced cleaning measures of the tap mechanism.
- Those using shared kitchens should frequently clean surfaces that are touched regularly, using standard cleaning products e.g. kettles, refrigerators, microwaves.

- Hand cleaning facilities or hand sanitiser should be available at the entrance to any room where people eat and should be used by workers when entering and leaving the area.
- All rubbish should be put straight in the bin and not left for someone else to clear up.
- Crockery, eating utensils, cups etc. should be washed and dried between uses.
- Payments should be taken by contactless card wherever possible.
- Canteen staff should wash their hands often with soap and water for at least 20 seconds before and after handling food.
- Staff within café areas and rest rooms will need to monitor compliance.

8. Waste Disposal

- Cleaning staff to regularly empty any local waste bins into the larger waste receptacles so that they can be regularly disposed of.
- Cleaning staff will regularly empty toilet facility waste receptacles so that any hand towel rubbish does not accumulate.

9. Changing Facilities, Showers and Drying Rooms

There are a number of buildings that have changing facilities, showers and areas for drying clothes.

- Based on the size of each facility, the number of people that may use these facilities at any one time will be displayed on the outside to maintain a distance of two metres.
- A staggered start and finish times should reduce congestion and contact of these facilities.
- Facilities will be cleaned throughout the day and at the end of each day.
- Use any rubbish bins provided as these will be regularly emptied and the waste disposed of.

10. First Aid and Emergency Service Response

The primary purpose of First Aid is to preserve life and first aid should be administered if required and until the emergency services attend.

When planning work activities, a check should be made that there is an adequate provision of first aid resources. Not all staff will be returning to work, so check who is in and who may be able to provide support at the times you are going to be in work.

- Security staff are all First Aiders, but this is not their only role on campus, so if you are planning to conduct high-risk work, consider whether the work should be delayed or provide additional competent first aid resources.
- Consideration must also be given to potential delays in emergency services response, due to the current pressure on resources.

11. Cleaning

Enhanced cleaning procedures will be in place across campus, particularly in communal areas and at touch points including:

- Taps and washing facilities.
- Toilet flush and seats.
- Door handles and push plates.
- Handrails on staircases and corridors.
- Lift and hoist controls.
- Machinery and equipment controls.
- All areas used for eating must be thoroughly cleaned at the end of each break and shift, including chairs, door handles, vending machines and payment devices.
- Rubbish collection and storage points should be increased and emptied regularly throughout and at the end of each day.
- Staff are responsible for cleaning of their own telephones, keyboards, desks and equipment in their immediate vicinity.
- Local arrangements should be implemented by managers for cleaning photocopiers and other office equipment.
- Local arrangements should also be implemented by managers for cleaning workshop and laboratory machinery, equipment or controls.
- In high hazard spaces, cleaning will be the responsibility of the space users unless there are arrangements in place with Campus Cleaning Services.

Useful Links:

1. [University of Warwick Health and Safety Services](#)
2. [University of Warwick Lone Working SOP template](#)
3. [UCU Departmental Contacts](#)
4. [Unison Departmental Contacts](#)
5. [Government Guidance on Working Safely during Coronavirus](#)
6. [Health and Safety Executive](#)
7. [TUC](#)

To contact Health and Safety Services e-mail:

HealthSafetyHelpDesk@warwick.ac.uk

Appendix B: Faculty of Arts CADRE PGR Spaces

1. Introduction
2. Building Operations
Capacity
3. Building Facilities
PGR Student Spaces (R2.32, R2.33, R2.34 and R2.36) – capacity 1 per room
Kitchen (Shared Facility) – R2.18 – capacity 1

1. Introduction

This Faculty CADRE SOP covers the shared PGR spaces on the second floor in Ramphal Building. Unless otherwise stated below. Staff and students associated with these spaces will be operating to the standard building SOP and risk assessment.

1. Building Operations

1.1. Capacity

The space allocated to the CADRE shared PGR spaces has been assessed and given a reduced capacity in line with current social distancing guidelines. The revised capacity is 4: 1 in each office.

To ensure maximum capacity is not exceeded:

1. The CADRE Doctoral Manager will communicate the arrangements for the usage of these spaces to PGR students.
2. Students will have to book online to use these spaces.

2. Building Facilities

2.1. PGR Student Spaces (R2.32, R2.33, R2.34 and R2.36)

- Where possible students should continue to work from home (where applicable and as discussed/arranged with their supervisor and department).
- These former shared offices now have a maximum capacity of 1 person and have to be booked in order to be utilised.
- Hand Sanitiser will be provided for shared offices.
- Staff need to ensure that they wipe down all surfaces before and after use.

Personal Responsibility – shared spaces:

- Staff should remove all personal belongings and all other items from shared desk surfaces.
- Prior to starting work – staff should ensure they clean the desk surface, chair arm rests, keyboard and mouse before they start AND at the end of the day.

2.2. Kitchen and Break and Lunch-time Arrangements

Where possible PGR students and staff should:

- bring their own food to work
- stagger break times to reduce congestion
- take breaks in 'open' spaces such as outdoors or return to their work location (where safe to do so to consume food) and eat there.
- Put all rubbish straight into a bin and not leave for someone else to clear up.

In the kitchen

- A 'one out, one in' procedure will be adopted with no more than 1 person being in the area at any time.
- Prior to handling of communal items such as kettle, coffee machine, fridge and cutlery, all persons should wash their hands for at least 20 seconds in accordance with government guidance to prevent contamination of surfaces.
- Communal crockery should not be used.
- Personal items should not be left in the communal area.
- Crockery and cutlery should be washed thoroughly with soap and warm water and dried using a paper towel (not a hand towel).
- Personal items should not be left in the communal area.
- Consideration should be given to staggering meal times to avoid queues.

Appendix C: Faculty of Arts – Humanities Research Centre H2.14

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1. Introduction

The Humanities Research Centre (R2.14) will be operating virtually for Term 1 and the Director and Centre Administrator do not anticipate occupying their current space until after December 2020. Any scheduled visit to the building will be approved by the Centre Director and will operate to the guidelines in the standard building SOP.

Appendix D: CENTRE FOR THE STUDY OF THE RENAISSANCE – RAMPHAL BUILDING

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1. Introduction

This SOP covers the following departmentally managed offices, common rooms and teaching spaces: R2.30 and R2.31 on the second floor of the Ramphal Building.

2. Building Operations

The CSR will be following the SOP for the Ramphal Building.

3. Capacity

The space allocated to the department has been assessed and given a reduced capacity in line with current social distancing guidelines. The revised capacity is approximately 4 in total for the CSR space.

To ensure maximum capacity is not exceeded:

- Start and finish times will be staggered where possible in order to reduce congestion and contact.
- Non-essential visitors should not be invited to the campus.

4. Signage

To ensure that both staff and users are reminded of the guidelines and 'rules' of the building, temporary signage is in place throughout the building.

5. Access and exits

Detailed building access/egress information is detailed in the SOP for the Ramphal Building.

6. Flow

Detailed building flow guidance is detailed in the SOP for the Ramphal Building.

7. Main Student Support Office – R2.30, capacity 1 (+ 1 if meeting with a student) for Jayne Sweet

- Staff should continue to work from home (where applicable and as discussed/arranged with line manager). It is expected that the administrator will staff the office between 1 and 2 days per week at reduced hours (TBC).
- To minimise queues, students will be asked to submit their query via email or to arrange an online meeting.
- Anyone requiring an in-person discussion will be able to book this via phone/email.
- Hand sanitiser will be available at the entrance for the office and all students will be asked to use it before entering the space.

8. Triple Occupancy Offices – R2.31 capacity 1

To ensure a safe working environment the following have been put into place for office space:

- Unless your line manager has confirmed that you are expected to return to work on campus for specific duties, staff should continue to work from home.
- A rota system will be in place to share the space to support staff activities.
- Hand Sanitiser will be provided for shared offices.
- Staff need to ensure that they wipe down all surfaces before and after use.

Personal Responsibility – shared spaces:

- Staff should remove all personal belongings and all other items from shared desk surfaces.
- Prior to starting work – staff should ensure they clean the desk surface, chair arm rests, keyboard and mouse before they start AND at the end of the day.

9. Resource Room – R2.17a, capacity, 1. This is shared with the HRC; no two members of staff will be in the room at the same time.

10. Break Arrangements

Where possible staff should:

- bring their own food to work
- stagger break times to reduce congestion
- take breaks in 'open' spaces such as outdoors or return to their work location (where safe to do so to consume food) and eat there.
- Put all rubbish straight into a bin and not leave for someone else to clear up.

11 Kitchen R2.18-19, capacity 1

- A 'one out, one in' procedure will be adopted with no more than 1 person being in the area at any time.
- Prior to handling of communal items such as kettle, coffee machine, fridge and cutlery, all persons should wash their hands for at least 20 seconds in accordance with government guidance to prevent contamination of surfaces.
- Communal crockery should not be used.
- Personal items should not be left in the communal area.
- Crockery and cutlery should be washed thoroughly with soap and warm water and dried using a paper towel (not a hand towel).
- Personal items should not be left in the communal area.
- Consideration should be given to staggering meal times to avoid queues.

Appendix E: SCHOOL FOR CROSS-FACULTY STUDIES – RAMPHAL BUILDING (THIRD FLOOR)

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Student/ Staff Common Room –1 R3.35, capacity 2	47

3. Introduction

This Safety Operating Procedure (SOP) relates to the space on the third floor of the Ramphal Building that is allocated to the Divisions of Liberal Arts and Global Sustainable Development (GSD) in the School for Cross-faculty Studies for the academic year 2020-21. It does not include the space allocated to the School on the second floor of the Ramphal building which is occupied by the Institute of Global Sustainable Development. (Staff from the iGSD will not be returning to work on campus for Term 1.) This Procedure, which should be read alongside the Safety Operating Procedure for the Faculty of Arts Space in Ramphal Building, is designed to ensure that the correct measures are in place to enable staff and other users to work and operate in the building, should this be required by the University, in a manner that is safe and which involves minimal risk to the health of those individuals in the context of the global, national and local restrictions put in place for the COVID-19 pandemic.

4. Building Operations

This SOP covers the following departmentally managed offices, common rooms and teaching spaces:

R3.09, R3.10/12, R3.11, R3.13, R3.14, R3.15, R3.16, R3.17, R3.17A, R3.18, R3.19, R3.23, R3.24, R3.27, R3.29, R3.29A, R3.30, R3.31, R3.32, R3.33, R3.34, R3.35, R3.36, R3.38.

4.1. Capacity

The space allocated to the department has been assessed and given a reduced capacity in line with current social distancing guidelines. The revised capacity is approximately

18 single occupancy offices – 18

1 x double occupancy office – (R2.23) 1

1 quadruple occupancy office (R3.10/12) - 2

1 Staff/Student Common Room (R3.35) – 2

2 Meeting Rooms (R3.09 and R3.38) – 4

1 Store - 0

TOTAL REVISED CAPACITY FOR THIRD FLOOR SPACE OCCUPIED BY SFCFS - 27

To ensure maximum capacity is not exceeded:

3. Start and finish times for any staff required to work in the School's space will be staggered where possible in order to reduce congestion and contact.
4. Non-essential visitors will not be invited to the campus.

4.2. Signage

To ensure that both staff and users are reminded of the guidelines and 'rules' of the building, temporary signage is in place throughout the building and on the third floor specifically as follows:

- Signage to indicate the keep left system in operation

- Signage to direct students to the student support offices – R3.23 for Liberal Arts and R3.09 for GSD
- Markers on the floor to indicate 2m distancing for any queues outside of the student support offices
- Signage directing people to remain outside of R3.23 when being seen by the single occupant
- Signage indicating that people may enter R3.09 one at a time in order to be dealt with but should keep a 2m distance from the occupant of the room by remaining by the door just inside.

4.3. Access and exits

Detailed building access/egress information is detailed in the SOP for the Ramphal Building.

4.4. Flow

Detailed building flow guidance is detailed in the SOP for the Ramphal Building. Signage indicates the flow of movement around the building's keep left system.

5. Building Facilities

5.1. Main Student Support Office – 2 (Liberal Arts: R3.23, capacity 1). (GSD: R3.09, capacity 1).

- A reduced departmental support service will be available from the beginning of Welcome Week during office hours. This service will be comprised of a front-of-house general enquiry service that can deal with student and staff queries and activities that need to be completed in person. More extensive professional services will continue to be provided online or by telephone. Supervisory support for the front of house team should be present as part of the departmental management rota. SFCFS will rota staff, where possible, to create working 'bubbles' to allow for the NHS [Test and Trace](#) service easier to identify those who have been in close contact with someone who has tested positive for COVID-19.
- If staff are not involved in the rota above, or on a rota'd off day, they should continue to work from home (where applicable and as discussed/arranged with line manager).
- To minimise queues, students will be asked to submit their query via email or to arrange an online meeting rather than attend the student support offices in person or arrange a face to face meeting with staff.
- An online booking system for room R3.38 is in place for any person who requires an in-person discussion, but it is emphasised that such in person meetings will be exceptional and, in order to protect both staff and students, the norm will be online contact.
- If face to face student administrative support is required, the main door of offices R3.09 and R3.23 will be propped open during the hours that such support is available.
- Students will be asked to stand by the door and not actually enter R3.23 when being dealt with in order to ensure that social distancing is maintained and because of the poor ventilation in the room. For the R3.09 student office, students may enter the room but must stay near the door. Social distancing may be observed in this room given its

size and the location of the desk. The same concern regarding ventilation as in room R3.23 pertains, however, in respect of R3.09 and those using the room should be mindful of this.

- A queuing system with social distancing markers will be in place.

5.2. Single Occupancy Offices – 18 (capacity 1 per office)

To ensure a safe working environment the following have been put into place for office space:

- All staff that occupy the single occupancy offices on the third floor and staff in the shared office R3.10/12 will be expected to continue to work from home, except where they are teaching staff required to be on campus to deliver scheduled face-to-face workshops and seminars in accordance with the School's agreed delivery model or are senior managers required to be on campus as part of the rota supporting staff undertaking face to face operations. There is no business critical requirement for any other of the School's staff to be in campus.
- Staff who are required to work in offices on the third floor will be required to ensure that they wipe down all surfaces in their working space before and after use on each working day. Appropriate materials to enable this to be done will be purchased by and made available via the Ramphal Building Manager, Andy Bastable.

3.3 Double Occupancy Offices – 0

There will be no double occupancy offices used for the duration of these operating procedures.

3.4 Meeting Rooms – 2 (R3.38 capacity 2), (R3.09, capacity 2).

R3.38 will not be in general use as a meeting room other than as a bookable space for any face to face meetings with individual students that may be required and cannot be conducted by other means. The online booking form can be accessed at:

<https://warwick.ac.uk/fac/arts/schoolforcross-facultystudies/staffintranet/roombooking?selectedResourceId=094d434554f376b501550703321558d3&start=03082020&view=week>

R3.09 will become the main student support office for GSD students during the operation of these procedures.

3.5 Resource Room – 1 (R3.27, capacity 0).

With minimal staff working on the third floor, use of the Storeroom will not be required other than as a store for essential office supplies, PPE and other cleaning materials for use in the building.

The photocopier/printer/scanner in the Liberal Arts main student office (R3.23) will be out of use (other than by the occupant of R3.23) in order to minimise the number of people entering the room during the time of the operation of these procedures.

3.6 Student/ Staff Common Room – 1 (R3.35, capacity 2).

This is a combined staff/student common room. The room will be out of use during the time of the operation of these procedures other than by front line student support staff working on the floor, senior managers supporting those staff and teaching staff dwelling in their own office in between teaching sessions, as such staff may wish to make use of the facilities in the room R3.35 (e.g. fridge and kettle). However, please note the following guidance for use of the facilities in R3.35, as well as that given in the Ramphal Building SOP at paragraph 4.3 in relation to the kitchen area on the second floor:

Where possible staff should:

- bring their own food to work
- stagger break times to reduce congestion
- take breaks in 'open' spaces such as outdoors or return to their work location (where safe to do so to consume food) and eat there.
- Put all rubbish straight into a bin and not leave for someone else to clear up.

3.7 Other

In the event of any emergency arising which cannot be dealt with by staff on the spot, the University's Security Team should be contacted by dialling extension 22083 (024 76 52 2083 from an external line).

In relation to first aid provision, the School's qualified first-aiders are unlikely to be available in the event of an incident arising as they will be continuing to work primarily from home. Staff are recommended, therefore, to contact the University's Security Team for help as all security staff are trained first-aiders.

Appendix F: DEPARTMENT HISTORY – RAMPHAL (second floor)

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1. Introduction

2. Building Operations

This SOP covers the following departmentally managed offices, common rooms and teaching spaces.

- Ramphal 2.15
 - Ramphal (2.16, 2.17 and 2.29).
 - Shared kitchen in R2.18

3. Capacity

The space allocated to the department has been assessed and given a reduced capacity in line with current social distancing guidelines. The revised capacity is approximately 3 people maximum in total at any one time.

To ensure maximum capacity is not exceeded:

5. Start and finish times will be staggered where possible in order to reduce congestion and contact.
6. Non-essential visitors should not be invited to the campus.

4. Signage

To ensure that both staff and users are reminded of the guidelines and 'rules' of the building, temporary signage is in place throughout the building.

5. Access and exits

Detailed building access/egress information is detailed in the SOP for the Ramphal Building.

6. Flow

Detailed building access/egress information is detailed in the SOP for the Ramphal Building.

7. Building Facilities

- 7.1. Single Occupancy Offices – Ramphal 2.16, capacity 1 per office

To ensure a safe working environment the following have been put into place for office space:

- Unless your line manager has confirmed that you are expected to return to work on campus for specific duties, staff should continue to work from home.
- A maximum office capacity has been applied to each office space.
- Single staff offices have a normal capacity of one person. Socially-distanced meetings (with face coverings) of two people, where mutually agreed, have been approved by the Provost and may also occur in these offices.

7.2. Multi-occupancy Offices – Ramphal 2.15, 2.17 and 2.29 capacity 1

- A rota system will be put in for postdoctoral staff in Ramphal 2.15, 2.17 and 2.29 with a capacity of one person at any one time. Line managers will agree rotas with staff and postdoctoral staff are asked to negotiate their own rotas.
- Hand sanitiser and sanitising wipes will be provided for shared offices.
- Staff need to ensure that they wipe down all surfaces before and after use.

Personal Responsibility – shared spaces:

- Staff should remove all personal belongings and all other items from shared desk surfaces.
- Staff using shared desks should ensure they clean the desk surface, chair arm rests, keyboard and mouse before they start AND at the end of the day.
-

7.3. Kitchen Shared Resource R2.18

- A 'one out, one in' procedure will be adopted with no more than 1 person being in the area at any time.
- Communal crockery should not be used.
- Crockery and cutlery should be washed thoroughly with soap and warm water and dried using a paper towel (not a hand towel) and then taken back to the individual's office or workspace.
- Personal items should not be left by the sink.
- Consideration should be given to staggering meal times to avoid queues.