

Risk Assessment for Returning to Work during the Covid-19 Lockdown Easing Period (for Research Departments)

Department/ Group/Team	XPS Facility	Date of assessment	09/06/20, reviewed and amended on 14/10/20
Building	Physics	Reduced Occupancy Level (Maximum)	State max. number: One (may be increased to two in case of emergency maintenance) Managers should consult their Estates Building Manager regarding 'reduced' occupancy figures (where applicable) in order to determine how many people can safely use each space. This should be used as an initial guide alongside knowledge of the space itself. Consultation may also be required with other managers who share the space or with Health and Safety Services.
Space(s) in use	P1.50 (01.042.000.033) P1.52 (01.042.000.032)	Number of People	Insert the number of people to be involved in the 'Critical Activity': Four (M. Walker, A. Baker [Chemistry], A. Boldin and G. Bell)

'Critical
Activities' to
be carried out

Critical experimental activity for the Photoemission Facility, including experimental work and essential maintenance. More complex tasks may require a second person in the laboratory to assist the Facility Manager (M. Walker), otherwise lone working is envisaged.

A multiple tier approach to access to the equipment is in place, with experiments given priority according to the following order:

- **Industrial clients and Covid-19 related research** being conducted by Alex Baker (Chemistry), who is a fully-trained instrument user.
- Experiments associated with **PhD or MSc studentships with less than six months** remaining on the project, or those **connected with a publication currently under review** and requiring further data.
- Users from academic departments within Warwick or external institutions (Diamond, Cambridge, etc) **who contribute to the Facility budget** via invoicing, re-charging to cost codes or grant holders.
- Other users who access the Facility under the 'free at the point of use' model have the lowest priority access.

During this period only fully-trained users will be permitted to carry out experiments and only those named in this RA will be permitted access to the laboratory. The only exception to this will be users who are utilizing the inert sample transfer arm, who will be permitted access to assist with mounting the arm, a process which takes around 10 minutes. The normal occupancy level will be one unless an emergency maintenance issue arises which requires a second person. For all other users, a sample drop-off service will be implemented with socially distant sample exchange by the Pendulum at the entrance to Physics, all meetings to be conducted online.

Line Manager carrying out the assessment

Marc Walker

Staff supporting assessment process

Giovanni Costantini (Chemistry, Chair of XPS Users Group)

Gavin Bell (Physics)

Alex Baker (Chemistry)

Aleks Boldin (Physics)

Richard Beanland (UCU contact in Physics) was consulted as part of the development of the previous version of this RA. Changes are minor and therefore further consultation was deemed unnecessary.

You must consult with your staff in carrying out this Risk Assessment and your recognised Trades' Union Safety Representatives in particular. A list of union representatives is included at the end of this document. Carry out a MS Teams (or similar on-line) meeting with your team before starting this assessment and ask for their input and support. Encourage collaboration and cooperation and seek to provide re-assurance that control measures agreed with the team will be implemented and maintained. You will also need their help to ensure that they support each other in maintaining the agreed control measures.

Re-assure staff that in preparing this template the H&S Services Team have taken Government and TUC guidance into account. Particular assurance might be required for those or are vulnerable, living with vulnerable people, pregnant, in the BAME community, are disabled or who might have childcare (or other care provision) challenges at this point in time.

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 on-line 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	<p>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 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 on-line 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</p>	<p>Does your workforce need to come onto campus to carry out this critical work or can they continue to work from home? Only essential maintenance and experimental activities need to be performed in the laboratory.</p> <p>Have staff been fully informed of the needs for self-isolation should they have any symptoms whatsoever? Yes. All staff anticipated to be using the laboratories have been involved in the development of this document, have read the final version, been made aware of the needs for self-isolation and acknowledged this via https://tinyurl.com/yau5rv6j</p> <p>Have staff who are 'extremely vulnerable' or 'vulnerable', or live with such people been fully considered? Yes. No critical workers working under this RA or their co-habitants are classed as vulnerable. M. Walker has mild asthma and is taking immunosuppressant medication, but the risk is considered sufficiently low given the low building occupancy numbers and the dominance of lone working.</p> <p>Can meetings be held online, eliminating the need for people to be on campus or for them to congregate? Yes, all meetings to be held on Microsoft Teams or Zoom as appropriate.</p>

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	to campus, other than contractors who need to attend to equipment or systems required for a critical activity.	
Reduce	<p>Where 'elimination' cannot be applied consider whether you can 'reduce' the likelihood of persons coming into contact with one another:</p> <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>How can you reduce the number of people required on campus, whether to carry out tasks or to attend meetings? Only fully-trained users to be allowed access to the laboratory, except for maintenance tasks and mounting of the inert sample transfer arm. All experiments for other clients to be undertaken by the Facility Manager (M. Walker), utilising a sample drop-off service near the pendulum. Liaison with clients to ascertain experimental requirements will be conducted online. Authorised users to work alone in the laboratory unless a maintenance issue arises, in which case face coverings will be necessary as two people may be required in the laboratory and it may not be possible to maintain social distancing.</p> <p>How will you stagger working times, so that people do not need to be in the same space at the same time? Sample drop-off and collection times to be staggered so that clients do not interact. Experiments to be undertaken under the Lone Working SOP to limit personnel in the laboratory. No other staff on this RA are authorised to lone work in P1.50/P1.52.</p> <p>How will you reduce the hours that people need to be on site? Loading samples and setting up the experiments normally takes 2-3 hours, so time required in the laboratory is naturally limited.</p> <p>Could a reduction in number result in persons potentially lone working and will you consider development of a Standard Operating Procedure (SOP)? Lone working will be the norm under this RA unless maintenance</p>

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		<p>issues arise or the inert sample transfer arm needs to be mounted. A full SOP for the instrument exists as a hard copy in the lab. Should A. Baker be using the equipment for experiments then M. Walker to be available via remote assistance.</p> <p>How does your booking process control the number of people in your facility/space? Each day will be limited to samples from one user only, with the vast majority via drop-off facility. Instrument to be operated under Lone Working SOP.</p> <p>If the spaces you manage are big enough, can you minimise the frequency and time that people could potentially come into contact with each other? Yes, it is possible to stand or sit in locations in the laboratories with sufficient spacing. However lone working will be the norm.</p> <p>What floor markings can be provided to ensure that people maintain 2m distancing? Contact Estates via the Helpdesk if you wish to mark the floor in your area. No markings required as lone working will be the norm.</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</p>	<p>Do you need to introduce screens or barriers to separate people? No.</p> <p>How will you reduce the team size to be as small as possible, or identify fixed teams/partnering? Only two people will be permitted to use the instrument (M. Walker and A. Baker). G. Bell & A. Boldin to be permitted access to assist with</p>

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	<p>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 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>maintenance issues should they arise, along with the occasional user utilising the inert sample transfer arm.</p> <p>How will you ensure people conduct their work away from each other? Limit of two people in the area at a time and only one person permitted past the load lock of the instrument.</p> <p>Can you open windows (including in vehicles) or doors to increase ventilation to the space and permit fresh air circulation? [Note: this is not applicable to containment labs or spaces where there is local exhaust ventilation in place as this can affect extraction efficiency] Windows in P1.52 can be left open, while P1.50 has air conditioning to maintain cool and stable temperature necessary for operation of the equipment. The door between the two rooms will be left open to promote ventilation and circulation.</p> <p>Is there good general ventilation provided by air handling or air conditioning units where windows cannot be opened? The windows in P1.50 must not be opened as the instrument is sensitive to temperature fluctuation and dust from the outside, but air conditioning is constantly switched on and the door to P1.52 can be left open and windows left open in this room to promote ventilation and circulation.</p>
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 	<p>Identify any essential tasks that will require people to potentially work within 2 metres of each other. Maintenance issues on items such as vacuum pumps or sources may require two people to work closely together for a short period of time</p>

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<p>of supervision to monitor and manage compliance with the working arrangements.</p> <ul style="list-style-type: none"> • 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. • Consider access for cleaners, IT staff, Estates staff, etc. and how such activities can be carried out safely. 	<p>(approx. 15 minutes or less) at a time. Under normal operation the only exception to lone working is during mounting of the inert sample transfer arm.</p> <p>Can the workplace be rearranged to allow people to work side-by-side or back-to-back, rather than facing each other? How can you rearrange tasks to enable them to be carried out by one person, or by maintaining the 2 metres distancing? No rearrangement possible to negate close working during maintenance issues. Lone working envisaged at all other times.</p> <p>How will you ensure the areas are being cleaned regularly and at the end of the day/shift? User to clean all tools and surfaces used both before first use of the day for that particular tool/surface and when leaving the laboratory. The department has spray bottles of surface sanitiser (70 +% IPA) and one will be made available for use in the area.</p> <p>Are there enough hand washing facilities for those involved in the ‘critical activities’? Hand washing facilities are not typically needed during normal activities in the laboratory. Close-by facilities are available in the toilets.</p> <p>Do you need to introduce hand sanitiser? The introduction of hand sanitation near the entry of the laboratory would be desirable, promoting a cleaner environment in general. A bottle of hand sanitiser gel is located in P1.50.</p>

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		<p>Will you need to use the lift for any activities? Usage of the lift is not anticipated.</p> <p>Will cleaners, IT Staff or Estates need to access your area whilst your staff are working? Cleaning staff will need to access P1.50 to empty the bin and sweep the floor. The bin is more than 2 m from the data acquisition desk and therefore social distancing can be maintained. Laboratory to be vacated by the user if cleaning staff come to clean the floors.</p>
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>Are there any high risk activities which need particular First Aid or Fire Safety arrangements? No</p> <p>Do staff know how to access first aid kits or how to contact Security for emergency first aid? Details of First Aiders and Security contacts to be displayed in P1.50.</p> <p>Do staff know how to access other risk assessments relevant to their area or activity? Yes. Risk assessments are in the rear of the red folder containing the SOP.</p>
Behaviours	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	<p>How will you monitor compliance with the control measures set out in this risk assessment? All personnel under this RA encouraged to email M. Walker with any</p>

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	<p>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>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.</p>	<p>suggestions on practices, concerns or improvements which could be made. Teams meeting will be held if necessary.</p> <p>How often and via what means will you brief and update your team on any changes to this risk assessment or associated control measures? Weekly update via email and Teams meeting if required. New RA to be circulated if appropriate.</p> <p>How will you encourage staff to flag any concerns they might have, problems or deviations from the arrangements? All personnel under this RA encouraged to email M. Walker with any suggestions on practices, concerns or improvements which could be made. Teams meeting will be held if necessary.</p>
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.	<p>Are you aware of all of the local temporary instructions on any access/egress arrangements, one way routes and passing places. And can you easily relay these to your staff? The laboratory is at the end of a dead-end corridor, please refer to the Building Operating Procedure for Physics.</p>
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>What arrangements have been made to allow safe breaks? Breaks can be taken in offices if the local RA permits, in the Physics Common Room, or outside of the building.</p> <p>Full details of where breaks may be taken are shown in the Communal Eating Spaces risk assessment.</p>

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<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>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.</p>	
<p>PPE and Face Coverings</p> <p>Where Personal Protective Equipment (PPE) has previously been deemed necessary as a control measure to ensure the safety of the individual for the activity that they are undertaking, e.g. work involving hazardous substances, it must continue to be worn. If there is a conflict between the need for such PPE and the wearing of face coverings then the priority must be given to wearing PPE.</p> <p>If the wearing of face coverings introduces an unacceptable level of risk for the activity then face coverings need not be worn, as long as this is captured in this Risk Assessment and other control measures are in place.</p> <p>It is University Policy that face coverings must be worn indoors and in crowded outdoor spaces on campus, unless an individual has an exemption or an activity risk assessment shows that wearing face coverings creates an unacceptable level of risk. Face coverings should NOT be a substitute for 2 metre distancing and more effective</p>	<p>PPE is Personal Protective Equipment, as required under pre-Covid HSE regulations. Refer to your activity-based risk assessment for any PPE requirements.</p> <p>Gloves to be worn as normal when handling samples or vacuum equipment. Masks and lab coats to be used as normal with hazardous substances.</p> <p>Face coverings are not PPE, as they potentially prevent the wearer from spreading viruses to others, rather than protecting the wearer.</p> <p>The University face covering policy must be implemented. What instruction will you provide to enable staff and student to follow this policy and how to use face coverings to best effect?</p> <p>Face coverings to be used if more than one person in the room for maintenance issues or mounting of the inert sample transfer arm.</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)
	hygiene measures (regular handwashing, use of sanitisers, and catching coughs and sneezes in a tissue).	<p>Sanitise/wash hands thoroughly before and after use and do not touch the face covering while wearing it. Keep your covering in a sealed plastic bag when not using it and change & wash the covering daily following manufacturer's instructions for the material. If the material is not washable, dispose of the face covering after use. Change the covering if it becomes damp or you touch it with your hands and continue to wash hands regularly.</p> <p>Face coverings are required when there is more than one person in the area to meet current university policy, unless the person has a medical exemption. People should follow WHO and UK Government instructions: wash hands before and after putting it on and removing it, treat as contaminated, wash with laundry. Do not leave it or dispose of it in the lab.</p> <p>Persons with a medical exemption may choose to wear a "sunflower" lanyard or other distinguishing item, but this is not obligatory.</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 appendix A)?</p> <p>Have you arranged briefing sessions on the risk assessment and SOP with staff?</p> <p>Have you arranged 121 meetings with staff who are vulnerable, living with vulnerable people, pregnant, in the</p>	<p>Yes</p> <p>Yes</p> <p>Not applicable</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)
	BAME community, are disabled or who might have child care (or other care provision) challenges at this point in time?

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)	<input checked="" type="checkbox"/>	Line Manager Signature	
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List of people that this assessment has been shared with:
 Marc Walker (Physics), Giovanni Costantini (Chemistry), Gavin Bell (Physics), Alex Baker (Chemistry), Aleks Boldin (Physics)

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)	David Leadley
Date	17/06/20
Review Date	

Signature	
Position	Head of Department

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