

Flowchart for Supporting Staff with Covid-19 related concerns including about working on campus as at March 2022

Following the Government lifting of Covid measures in February 2022, all staff are now able to work back on campus, and, where roles allow, to also work from home under Hybrid Working arrangements. The University still has some controls and measures in place for our campus (see [Stay safe on campus during Covid-19](#) for further details). We also recognise that as we emerge from the pandemic, some staff still may continue to feel anxious about Covid. This may be for a variety of different individual reasons, or a combination of reasons. This flow chart provides managers with some possible means of addressing staff concerns particularly about working back on campus. There is [also guidance to support managers](#) to have conversations with staff with such concerns.

Notes:

1. The shielding programme [ended in England](#) on 15 September 2021, meaning that people who were previously considered clinically extremely vulnerable (CEV) will no longer be advised to shield in the future nor follow specific guidance. For completeness, the term "CEV" is still used below, although official guidance now refers instead to individuals with "weakened immune systems" (ie "immunosuppression").

