


Risk Assessment Form – Covid-19 Pandemic Staff and Staff Areas V10			Reference: RA 6.23
	Centre: All Facilities	Site Manager: All Managers	Implementation Date: 12th April 2021
	Person/s Carrying out RA: Paul Metcalfe	People at Risk: Staff, Customers, Contractors	Review Date: Ongoing
<p>Additional Information: This risk assessment is aimed at reducing the risk of contracting Covid-19 upon opening facilities post government lockdown.</p> <p>Existing task specific risk assessments and guidance provided by the government/Public Health England.</p> <p>Government/Public Health England Advice: https://www.gov.uk/coronavirus</p> <p>HSE Advice: www.hse.gov.uk/news/coronavirus.htm</p>			

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
6.23.1	Keeping Up to Date with Official Guidance						
	Lack of up to date information regarding the virus.	Exposure to live virus resulting in contracting Coronavirus. Exacerbation of existing medical conditions.	High	Attendance at Covid-19 clinics, webinars and other CPD by SMT. Regular review of NGB Guidance Following advice and guidance from the UK government. Following advice and guidance from industry bodies such as CIMSPA, UK Active, RLSS, PWTAG.			Low

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
				<p>Reviewing Best Practice examples</p> <p>Covid-19 response team established (SMT) and meet regularly to share information and feed into the risk assessment process.</p> <p>Government and NHS website regularly checked for updates by members of ELT.</p> <p>Regular dialogue with NCC over tiered restrictions.</p>			
6.23.2	Staff Planning						
	<p>Possible transmission of Covid-19 due to staff being in work when not necessary.</p> <p>Possible transmission of Covid-19 due to staff coming into increased contact with one another.</p>	<p>Exposure to live virus resulting in contracting Coronavirus.</p> <p>Exacerbation of existing medical conditions.</p>	High	<p>Staff audits continually reviewed to determine roles that can be undertaken from home and those that are essential to be physically within the building.</p> <p>Minimum staffing levels identified within each service area.</p> <p>Working from home is encouraged where possible.</p> <p>Remote access systems in place for remote workers along with any office chairs and equipment that may be required.</p> <p>Staff levels per shift kept to a minimum to maintain safety</p>	<p>Monitor government roadmap and only bring staff back to facilities in line with opening roadmap.</p>	<p>Head of Ops – Ongoing</p>	Low

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
				<p>standards, increased hygiene requirements and to allow the facility to operate effectively.</p> <p>Business related travel is restricted to essential office staff only.</p> <p>Staff discouraged from car sharing unless absolutely essential or from the same household.</p> <p>Drop off zones for deliveries identified.</p> <p>Movement of equipment between facilities minimised.</p>	GM's to reinforce travel arrangements with returning staff	GM's – Ongoing as staff return.	
6.23.3	High Risk Employees (as defined by the Government)						
	Employees who are a higher risk of contracting Covid-19.	<p>Exposure to live virus resulting in contracting Coronavirus.</p> <p>Exacerbation of existing medical conditions.</p>	High	<p>Prior to returning to work, all staff contacted by General Manager or Line Manager to discuss return to work plan.</p> <p>Any concerns raised discussed during phone call and escalated to ELT and HR where appropriate.</p> <p>Individual risk assessments completed with staff identified as having an increased risk to assess whether, when and how they can return to work.</p>			Low

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
				<p>Government guidance followed.</p> <p>HR advice taken where appropriate.</p> <p>Home working arranged as appropriate.</p> <p>Where clinically vulnerable staff cannot work from home and are required to be in a facility, they are reminded to socially distance and work as remotely as possible from other people.</p> <p>Social distancing and good hygiene measures encouraged.</p> <p>Clinically vulnerable staff offered the opportunity to remain furloughed, where requested and roles can be covered.</p> <p>Any notifications of a positive test are shared with staff and close contacts identified and advised to self-isolate.</p>			
6.23.4	Staff presenting symptoms whilst in the workplace.						
	Staff continuing to work if feeling unwell or presenting Covid-19 symptoms.	<p>Exposure to live virus resulting in contracting Coronavirus.</p> <p>Exacerbation of existing medical conditions</p>	High	Clear guidance in place that staff must self-isolate if they (or a member of their household) feel unwell and have Covid-19	Company to apply for providing LFT kits to employees in the workplace.	PM – 12 th April	Low

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
				<p>symptoms in accordance with NHS advice.</p> <p>Staff with symptoms to arrange for PCR test and inform the Manager of results once received.</p> <p>Training and information prior to re-opening for staff to ensure that they are clear about what to do if they or a member of their household is exhibiting Covid-19 symptoms.</p> <p>Advice continually provided to staff in relation to requirements for self-isolation.</p> <p>Staff required to confirm at the start of each shift that they (and members of their household) are feeling well and free of Covid symptoms and have not been notified by Test and Trace that they have been in contact with someone who has symptoms.</p> <p>Efforts made to enable self-isolating staff to complete duties or CPD whilst working from home.</p> <p>Government/NHS guidance followed: https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance/stay-at-home-guidance</p>	<p>Comms to all staff asking them to support twice weekly home testing.</p> <p>Comms to staff informing them that they can be tested at sites conducting the LFT.</p> <p>Update the confirmation form to include a question on LFT.</p>	<p>JF – 12th April</p> <p>JF – Ongoing</p> <p>PE 12th April</p>	

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
---------	--------------	-------	------------------------	--------------------------	---------------------------------	------------------	----------------------

				at-home-guidance-for-households-with-possible-coronavirus-covid-19-infection HR disciplinary process to deal with non-compliance.			
--	--	--	--	--	--	--	--

6.23.5	Staff Behaviour						
--------	------------------------	--	--	--	--	--	--

	Staff in workplace increase risk of community transmission.	<p>Exposure to live virus resulting in contracting Coronavirus.</p> <p>Exacerbation of existing medical conditions.</p>	High	<p>Staff are required to wear a face covering in order to protect each other and customers when in public areas and moving throughout the building.</p> <p>Staff practice social distancing where practical and wear appropriate PPE where not achievable.</p> <p>Staff required to check into work using the QR code.</p> <p>Staff required to sign into work, declaring that they are free from symptoms.</p> <p>Clear policy that social distancing applies to everyone in the workplace.</p> <p>Risk Assessment for tasks that require more than one person to</p>	<p>Guidance to be reinforced to all staff returning to work.</p> <p>Sites hosting LFT to ensure QR code is located away from entrance to testing area.</p> <p>Signing in sheet to be updated to include question on taking LFD test.</p>	<p>GM's Ongoing</p> <p>RA VO ST PE</p> <p>PE 12th April</p>	Low
--	---	---	------	--	--	--	-----

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
				<p>complete that identifies correct use of PPE.</p> <p>All senior managers conversant with social distancing requirements and lead from the front as role models.</p> <p>Duty Managers and line managers are trained in the requirements of their role in acknowledging good practice and taking action to ensure compliance.</p> <p>Training is delivered to all staff to ensure understanding of what is required and why.</p> <p>All staff are encouraged to challenge anyone who is not observing social distancing protocols or wearing a face covering in public areas.</p> <p>Duty Managers encouraged to challenge anyone attending facilities from mixed households as per local restrictions.</p> <p>Reinforcement message refreshed in staff briefings, work instructions, signage, website, social media.</p> <p>Staff from the same household to observe social distancing whilst at work to avoid misunderstanding from third parties and perception</p>	<p>Training to be delivered to all staff returning to work for first time since March 2020.</p>	<p>GM's – Ongoing.</p>	

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
				that rules are not being adhered to.			
6.23.6	Workspace Hygiene						
	Poor workspace hygiene leading to increased risk of transferring the virus.	Exposure to live virus resulting in contracting Coronavirus. Exacerbation of existing medical conditions.	High	<p>Information posters, advisory notices and staff training in good hygiene practice in line with government guidance.</p> <p>Deep clean completed prior to facilities re-opening and at the end of each day.</p> <p>Deep clean undertaken after a confirmed case of Covid in a building, including the fogging of all areas.</p> <p>Revised cleaning plan and monitoring regime in place.</p> <p>All staff instructed on personal hygiene as part of their return to work.</p> <p>Hand sanitiser at key points throughout the facility on top of handwashing facilities.</p> <p>Hand sanitiser available in all workspaces.</p>			Low

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
---------	--------------	-------	------------------------	--------------------------	---------------------------------	------------------	----------------------

				<p>Training delivered to all staff in cleaning tasks.</p> <p>Hand shaking and close personal greetings are not permitted.</p>			
--	--	--	--	---	--	--	--

6.23.7	Office based and Contact Centre Staff						
--------	--	--	--	--	--	--	--

	<p>Possible transmission of Covid-19 through poor hygiene and lack of social distancing in office areas.</p>	<p>Exposure to live virus resulting in contracting Coronavirus.</p> <p>Exacerbation of existing medical conditions.</p>	<p>High</p>	<p>Office staff work from home wherever possible.</p> <p>If not possible, staff alternate days/shifts to keep numbers in the office to a minimum.</p> <p>Workstations arranged to ensure a 2m person separation and walkways that minimise passing in close contact.</p> <p>Additional workstations utilised where staff are working from home.</p> <p>Workstations arranged for staff to work back to back or side to side rather than face to face.</p> <p>Where face to face is the only option, screens are put up to separate workstations.</p>			<p>Low</p>
--	--	---	-------------	--	--	--	------------

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
---------	--------------	-------	------------------------	--------------------------	---------------------------------	------------------	----------------------

				<p>Separation markings positioned on office flooring.</p> <p>Where practical, one-way systems are implemented in the office.</p> <p>Workstations assigned to individuals.</p> <p>Hot desking is discouraged, but where necessary, workstation cleaning and sanitisation is undertaken between users, to include keyboards, mouse, calculators, mouse etc.</p> <p>All pens and pencils removed from the desk and kept individually for the workstation user.</p> <p>Hand sanitiser is available.</p> <p>Offices are kept well ventilated with windows open where possible.</p> <p>Good practice social distancing and hygiene promoted in office areas.</p> <p>Contact Centre staff have their own headsets.</p> <p>Staff to wear face covering when leaving office and moving around the building</p>			
--	--	--	--	---	--	--	--

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
---------	--------------	-------	------------------------	--------------------------	---------------------------------	------------------	----------------------

6.23.8	Staff Rooms and Staff Changing Areas						
	Possible transmission of Covid-19 through poor hygiene and lack of social distancing in staff rooms.	Exposure to live virus resulting in contracting Coronavirus. Exacerbation of existing medical conditions.	High	<p>Where practical, additional staff room facilities and staff changing freed up through non - opening of Dryside changing areas and other areas of the building.</p> <p>Break times staggered to keep numbers in rooms to a minimum.</p> <p>Social distancing maintained by reconfiguring tables and chairs and reducing numbers permitted in the staff room.</p> <p>Social distancing markings in place.</p> <p>Prominent signage informing staff of maximum capacity in changing and staff rooms.</p> <p>Where practical, staff are encouraged to take their rest break outside, whilst maintaining social distancing.</p> <p>Staff encouraged to leave personal items in lockers to avoid the need to keep returning to the staff room.</p> <p>Staff are instructed to wash hands for at least 20 seconds with soap</p>			Low

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
				<p>and water before using a kettle, microwave, opening a fridge etc.</p> <p>Enhanced cleaning regime extends to the staff room.</p> <p>Prominent signage displayed to remind staff of good hygiene procedures.</p>			
6.23.9	Qualifications past expiry date						
	Lifeguard qualification past expiry date.	Staff are not deemed to be competent to undertake their roles.	High	<p>Training Manager arranging renewal at earliest opportunity.</p> <p>Lifeguard NPLQ</p> <p>Lifeguards complete the free online training modules prior to return to duties to continue their ongoing training.</p> <p>Competency test completed prior to re-opening.</p> <p>Ongoing competency tests undertaken each month.</p> <p>Lifeguard qualification checks undertaken and lifeguard not permitted to work as a lifeguard where qualification has expired.</p> <p>RLSS guidance followed.</p>			Low

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
				<p>First Aid at Work</p> <p>Online opportunities for refresher and revalidation utilised</p> <p>Rotas reviewed to ensure there are always sufficient first aiders available within the facility with qualifications in date.</p> <p>Pool Plant</p> <p>Online opportunities for revalidation utilised.</p> <p>Refresher pool plant induction completed by General Manager for individual to demonstrate competency.</p>			
6.23.10	Provision of First Aid						
	Illness or injury requiring first aid	<p>Exposure to live virus resulting in contracting Coronavirus.</p> <p>Exacerbation of existing medical conditions.</p>	High	<p>First Aid trained personnel available during all opening hours.</p> <p>First Aiders to use disposable gloves for all treatments.</p> <p>Regular checks resumed prior to opening to ensure first aid equipment is fit for purpose and in date.</p>			Low

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
				<p>First Aiders should cover any open wounds.</p> <p>Self-treatment encouraged where appropriate.</p> <p>PPE to be worn when providing first aid (water resistant face mask, disposable apron, disposable gloves and face shield)</p> <p>Casualties to wear face mask/cover mouth where appropriate.</p> <p>Contact with casualty's face minimised.</p> <p>First Aiders not to provide rescue breaths for adult sudden collapse.</p> <p>First Aiders to provide rescue breaths to pediatrics and suspected drowning casualties.</p> <p>Sufficient protective face shields available with a defibrillator.</p> <p>Immediate responder first aiders identified and issued with their own supply of equipment to include 1x water resistant face masks, basic face mask disposable apron, disposable gloves, eye protection and face shield.</p>	<p>Contents and quantities of bum bags to be checked prior to opening</p>	<p>DM's 19th April</p>	

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
---------	--------------	-------	------------------------	--------------------------	---------------------------------	------------------	----------------------

				<p>Equipment to be stored in bum bags and worn at all times away from pool duties.</p> <p>Soiled dressings to be disposed of safely in the normal manner, unless a known case of Covid-19 has been identified, in which case should be treated as biohazard waste and bagged and collected accordingly.</p> <p>PPE to be disposed of as if general waste.</p> <p>First Aiders wash hands before and after administering first aid.</p> <p>First Aiders to report to line manager if they develop Covid-19 symptoms.</p>			
--	--	--	--	---	--	--	--

6.23.11	CPR training						
----------------	---------------------	--	--	--	--	--	--

	Possible transmission of Covid-19 through poor hygiene.	<p>Exposure to live virus resulting in contracting Coronavirus.</p> <p>Exacerbation of existing medical conditions.</p>	High	<p>Only compressions practiced during training</p> <p>Compressions and rescue breaths demonstrated during a qualification course.</p> <p>If rescue breaths carried out, lungs/airways to be replaced and disposed of safely, face and mouth of manikin wiped with disinfectant wipes after each use, with wipes</p>			Low
--	---	---	------	---	--	--	-----

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
				<p>that are disposed of safely after use.</p> <p>Manikin face thoroughly washed with disinfectant at the end of each session.</p> <p>RLSS and Resus Council guidance followed.</p>			
6.23.12	Pool Rescue						
	Illness or injury requiring rescue from water.	<p>Exposure to live virus resulting in contracting Coronavirus.</p> <p>Exacerbation of existing medical conditions.</p>	High	<p>Rescue procedures in conjunction with RLSS guidance to minimise contact with casualties.</p> <p>To maximise the distance between the rescuer and the casualty, lifeguards are:</p> <p>Encouraged to use equipment in the first instance to perform a rescue</p> <p>Where possible rescue all conscious casualties using rescue equipment</p> <p>Use an extended arm tow to rescue unconscious casualties</p> <p>Keep the casualty facing away where possible</p>			Low

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
				<p>Keep the casualty at arm's length away (as a minimum)</p> <p>Get the casualty to the poolside as quickly as possible</p> <p>Hand over quickly to lifeguards/trained staff on poolside wearing PPE, to include protective eye goggles due to the higher risk of contamination from water being expelled from the lungs</p> <p>Rescue breaths in the water are not to be given</p> <p>Spinal rescues are to be performed whilst maintaining as much distance as possible and facing away from the casualty where possible</p> <p>Lifeguards undertaking assisted lifts to wear PPE and lift the casualty out of the water with their face turned away from them.</p> <p>Staff to demonstrate competency prior to re-opening.</p>			

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
---------	--------------	-------	------------------------	--------------------------	---------------------------------	------------------	----------------------

6.23.13	Staff Stress/Mental Wellbeing						
	Staff concerned on returning to work following lockdown and entering the facility with numerous other people.	Exposure to live virus resulting in contracting Coronavirus. Exacerbation of existing medical conditions.	High	<p>General Managers and Duty Managers undertaken wellness calls during third lockdown, concentrating upon those who have remained on furlough since April.</p> <p>Second phone call to advise of return to work plans and any furlough/part furlough arrangements.</p> <p>Any concerns from staff identified and highlighted and escalated to HR/ELT so appropriate support is provided.</p> <p>Staff to be trained in updated NOP/EAP</p> <p>Ongoing communications and updates via newsletter and specific updates.</p> <p>General Managers provide advice and support in relation to concerns around potential exposures.</p> <p>Occupational Health Service available.</p>			Low

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
---------	--------------	-------	------------------------	--------------------------	---------------------------------	------------------	----------------------

6.23.14	Personal Protective Equipment						
	<p>Possible transmission of Covid-19 where 2m social distancing guidelines cannot be maintained.</p> <p>Spread of virus due to insufficient cleaning and hygiene arrangements</p> <p>Spread of virus as a result of touching contaminated touch points/shared items</p>	<p>Exposure to live virus resulting in contracting Coronavirus.</p> <p>Exacerbation of existing medical conditions.</p>	High	<p>Supply of PPE on site - disposable gloves, rubber gloves, disposable aprons, basic face mask, water resistant face mask, goggles and face shield</p> <p>Staff to be trained as to how to correctly put on and take off PPE.</p> <p>PPE available for staff groups and roles in relation to government guidance.</p> <p>Face coverings supplied and to be worn in public areas.</p>	Stock Check of PPE	GM's 31 st March.	Low
6.23.15	Equality						
	Discrimination of staff due to inappropriate covid-19 measures.	<p>Exposure to live virus resulting in contracting Coronavirus.</p> <p>Exacerbation of existing medical conditions.</p> <p>Discrimination claim.</p>	High	<p>Government Guidance Followed</p> <p>Individual assessments with all staff.</p> <p>Reasonable adjustments are made to accommodate staff who fall under Equality Act</p> <p>Disabled use is prioritised in changing rooms, lifts and toilets.</p>	.		Low

Ref No.	List Hazards	Risks	Initial Rating (L,M,H)	Current Control Measures	Action Required to Reduce Risks	By Who & By When	Final Rating (L,M,H)
---------	--------------	-------	------------------------	--------------------------	---------------------------------	------------------	----------------------

Risk Assessment Review – Staff and Staff Areas During COVID-19 Pandemic.

<p><u>Reason for review:</u> Government Control Measures for COVID-19 Pandemic 2021</p>	<p>Approved by: Head of Operations Name: PAUL METCALFE</p>	<p>Review Date: Ongoing</p>
<p><u>Changes From Last Review</u> Updated to reflect return to work after lockdown 3.0</p>	<p>Signature: <i>P A Metcalfe</i></p>	