Covid-19 Return to work /School   
Checklist & Risk Assessment

May 2020

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# Introduction

This Toolkit contains tools that are intended to plan and support your services next steps now that lockdown measures are easing that will keep people safe from the risk of COVID-19 when returning to work. The tools have been created using the latest advice from the Scottish Government, NHS Inform and Health Protection Scotland.

Scotland’s Route Map published by the Scottish Government sets out the phases by which Scotland will aim to ease lockdown. Further Guidance will be issued and at the moment the advice is clear that where possible work should be undertaken from home. A phased approach is being taken to vary restrictions moving from Phase 1-4. Currently, if it is not possible to undertake work from home and activities are considered essential, you can continue to work but should assess your activities in line with the latest COVID-19 prevention methods.

Services need to plan now for this phased return to the workplace over what could be prolonged periods. The guiding principle should be how we take care of people, our staff and our community and safeguard their health and well-being.

Please note all information in this pack is correct as of May 2020.

# Where do you start?

There is a lot of information out there regarding COVID-19 and details change daily. Trying to stay on top of the information is challenging and it is important to pay attention to information circulated by the Council. The Toolkit is structured to provide a logical thought process to follow:

## Step 1 – Complete the COVID-19 Inspection Checklist

The inspection form will ask you to consider:

* Employees, social distancing and the impact of returning to work
* Travel, Access & Egress
* Cleaning and Hygiene Practices
* Building Safety

The completed Inspection Checklist will allow you to identify gaps where additional measures may need to be put in place. These are recorded in the Action Summary to enable you to focus on these areas as you complete the Risk Assessment.

## Step 2 – Use the findings from your completed Inspection Checklist to complete the COVID-19 Risk Assessment

The risk assessment is setup with the same four topics as the inspection form but goes into more detail on how you intend to mitigate the risk of each identified hazard. The information contained within this document is generic and you must tailor the document so it is relevant to your service/workplace.. There is a resource list that will allow you to quickly find the information you need from the relevant source. Firstly, consider the controls that are already in place. Record these as ‘Existing’ and then determine if they adequately control the risk.

## Step 3 –Control Measures

If existing controls do not adequately control the risk, or there are no existing controls, you must develop additional measures. Completing the risk assessment will enable you to identify of the range of different measures that you now need to implement. This is the time to evaluate the practicality of implementing each measure and determine how to take the necessary steps to ensure they are in place ready for your return to work. These are recorded as ’Proposed’ until they have been implemented.

## Step 4 – Communication

Communication is key and there is a lot of change that staff need to digest and consider before returning to work. Continuous communication throughout this process will demonstrate that you are putting your staff’s safety at the heart of this decision. It is important to work closely with HR including health and safety in developing these plans. Communicate the practical measures being taken to staff on a regular basis to help reassure them that their health and safety is a priority. The Council’s Safety Forums and Central Safety Consultative Committee have an important role to play. Make sure that employees are clear about what rules and procedures they should following in the workplace. Putting in place a re-orientation or re-induction process for returning staff is vital.

## Step 5 – Review

The information around COVID-19 changes on a frequent basis and you will need to monitor the latest advice for any changes that could impact your Service. There is a library of useful links that can be monitored for the latest information available on the intranet Covid-19 pages.

## Latest Government and NHS Advice

[Latest Government Social Distancing Information](https://www.nhsinform.scot/illnesses-and-conditions/infections-and-poisoning/coronavirus-covid-19/coronavirus-covid-19-physical-distancing)

[Guidance for Employers & Businesses on COVID-19](https://hpspubsrepo.blob.core.windows.net/hps-website/nss/2973/documents/1_covid-19-guidance-for-non-healthcare-settings.pdf)

[Guidance on shielding and protecting people defined on medical grounds as extremely vulnerable](https://www.nhsinform.scot/illnesses-and-conditions/infections-and-poisoning/coronavirus-covid-19/coronavirus-covid-19-shielding)

[Coronavirus Business and Social Distancing Guidelines](https://www.gov.scot/publications/coronavirus-covid-19-staying-at-home-and-away-from-others/)

[NHS COVID-19 Latest Information](https://www.nhsinform.scot/illnesses-and-conditions/infections-and-poisoning/coronavirus-covid-19)

[Scotland Route map through and out of the crisis](https://www.gov.scot/publications/coronavirus-covid-19-framework-decision-making-scotlands-route-map-through-out-crisis/)

[Coronavirus (COVID-19): test, trace, isolate, support strategy](https://www.gov.scot/publications/coronavirus-covid-19-test-trace-isolate-support/)

[A guide for transport operators in Scotland to keep their staff and those using their services safe](https://www.transport.gov.scot/coronavirus-covid-19/transport-transition-plan/guidance-for-transport-operators/)

[Coronavirus (COVID-19): reopening schools guide](https://www.gov.scot/publications/coronavirus-covid-19-re-opening-schools-guide/)

[Core COVID-19 Information and Guidance for General (Non-Healthcare) Settings](https://hpspubsrepo.blob.core.windows.net/hps-website/nss/2973/documents/1_covid-19-guidance-for-non-healthcare-settings.pdf)

# COVID-19 Health & Safety Inspection Checklist

The current COVID-19 coronavirus outbreak poses a serious risk to individuals and organisations. This Inspection Checklist assists in identifying the control measures to consider to reduce the risk of workplace infections and as part of a proactive monitoring regime. It can be used to check that preventative and protective control measures are implemented in line with current health and safety general duties.

|  |
| --- |
| **School:**  Ollaberry Primary School |
| **Address:**  Ollaberry, Shetland, ZE2 9RT |
| **Service:** Children’s Services |
| **Inspection Undertaken by:** Julia McGinlay |
| **Reported to for Approval:** Shona Thompson and Robin Calder |

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| --- | --- | --- | --- |
| No of issues not closed out from previous inspection |  | No of issues that are repeated from previous report |  |

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| --- |
| **Findings of Inspection** |
| Level of compliance should be included in report using a Rag Rating - **Green** – Full compliance (no action required), **Amber** - Partial compliance (remedial action recommended), **Red** – No compliance (action required) |

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| --- | --- | --- | --- | --- |
| **A: Staff – Consider what impact returning to work would have on your staff and how to keep them safe.** | | | | |
| **No** | **Issues** | **Y/N/**  **NA** | **Rating**  **R/A/G** | **Comments** |
| 1. | Has a risk assessment been undertaken for those who have a self-declared health condition which could increase their risk profile? | **N/A** | **Green** | These have been completed for staff.   Further conversations will be held with any staff who fall into this category using the staff questionnaire and Occupational Risk Assessment to ensure that no one is placed in an unsuitable working environment |
| 2. | Are you tracking people who have been identified as high risk/are shielding or asked to isolate through ‘Test, Trace, Isolate & Support’? | **Y** | **Green** | Yes, Ollaberry Primary School complete the SIC Employee Tracker on a weekly basis. |
| 3. | Where practicable have staff been allowed to work from home/remotely? | **Y** | **Green** | SIC Circulars have been shared with staff. |
| 4. | Can all staff maintain the government guidelines for social distancing based on your activity ([The latest Social Distancing Guidelines available here](https://www.gov.scot/publications/coronavirus-covid-19-staying-at-home-and-away-from-others/)). These could include but are not limited to the following: | **N** | **Amber** | Yes, with the exception of a limited number of staff who support pupils with ASN. In this instance, staff will be provided with the relevant training and suitable PPE to mitigate against transmission of COVID-19.  Signage will be clearly visible throughout the school estate highlighting the need for procedures necessary for preventing spread of the virus. |
| 4a | Are you able to segregate staff’s activities to promote 2 metres distance? | **N** | **Amber** | Pupils with ASN have PFRAs in place. See above.  Seating is physically distanced. Day cleaning staff will regularly wipe down all seating and hard surfaces. |
| 4b | ~~Are you able to limit the amount of contact staff have with each other to 15 minutes or less?~~ | **Y** | **Green** | ~~Close contact yes.~~ |
| 4c | Are you able to implement a one way flow system and provide visual aids (e.g. distancing markers, signage, flow system markers) for maintaining two metres distance? | **Y** | **Green** | One way flow in place and use of separate entry doors limits possible contact between pupils and staff.  Safety signage will be used throughout the school.  Posters detailing key safety will continue to be prominent throughout the building. |
| 5. | Have staff been trained / notified before returning to work on any new procedures? | **Y** | **Green** | All staff returning to work will be notified of this RA and measures to undertake to ensure their own health and safety. Various signage and posters displayed around the school building to reinforce RA.  They will also receive a summary email clearly outlining all key points of safety. |
| 6. | Have staff been provided with information about hand washing techniques for suggested duration to maintain good hygiene practices? | **Y** | **Green** | Repeatedly through posters, circulars and media. |
| 7. | Have staff been instructed on social distancing where practicable while at work? | **Y** | **Green** | Verbally and through visual reminders. On Monday 10 August, at staff meeting. All staff will have key information on social distancing, use of face coverings, increased hand hygiene, etc. clearly explained to them.  All staff updated on new guidance and relevant changes via email 30.10.20 and on further guidance from Jill Spickett and Annie Williamson on Monday 26.10.20.  All staff updated on new guidance and relevant changes via email 13.01.21.  All staff updated by email on 17.02.21.  Circular 020 shared via email with staff on 13.04.21. |
| 8. | Have staff been trained on what to do if they are experiencing COVID-19 symptoms? | **Y** | **Green** | Staff will continue to refer to previous information shared by Scottish Government/SIC. Isolation room procedures have also been shared with all staff.  Staff will be instructed to remain at home if feeling unwell and to consult NHS for guidance. They will be told to self refer for testing using NHS Shetland forms as emailed out to all Council Staff by the Chief Executive. This must be done within the first three days of symptoms – the number for this service is 01595 532030.  Should staff begin to feel unwell while at work, they will be instructed to follow guidance in RA. They will notify their line manager and proceed to the isolation room if they are too unwell to go straight home.  Reminders on School website COVID page and bulletin board. |
| 9. | Are daily alerts from government departments e.g. NHS Inform/ Health Protection Scotland being sourced and shared with staff? | **Y** | **Green** | Staff will continue to receive all Circulars issued by the SIC that contain Scottish Government and local authority information as well as having access to HR Bulletins. All updates are emailed out to all staff. |
| 10. | Have staff been instructed to minimise business related travel and use video/telephone chat as an alternative method of maintaining contact with colleagues, parents, carers, suppliers and customers? | **Y** | **Green** | Colleagues will limit any contact to an absolute minimum and continuously mindful of the FACTS campaign.  No larger meetings of the staff group will take place, other than remotely as required.  Parents will be informed that they are not to enter the building unless by prior arrangement for serious and specific reasons.  All communications with Parents/carers will be vis telephone, email, letter and electronic meeting platforms.  Suppliers will follow clearly displayed procedures for the delivery of goods. |

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| **B: Travel, Access & Egress – Consider how your staff will travel to work, travel for work, access and exit work safely.** | | | | |
| **No** | **Issues** | **Y/N/**  **NA** | **Rating**  **R/A/G** | **Comments** |
| 1. | Are you able to implement sufficient parking restrictions to maintain social distancing measures? | **Y** | **Green** |  |
| 2. | Are staff using their own transport for work activities? | **Y** | **Green** |  |
| 3. | Are staff avoiding public transport where applicable and using alternatives (e.g. cycling, walking to work etc)? | **Y** | **Green** |  |
| 4. | Have you considered staff that are required to car share for their role and whether this could continue? | **N/A** | **Green** |  |
| 5. | Have the entry and exits to the building/site been reviewed to ensure that access/egress can be carried out safely? | **Y** | **Green** | Staff have been directed as to which entry/exit points they should use. |
| 6. | Has access to the building/site been restricted to parents, carers, visitors and contractors etc? | **Y** | **Green** | Colleagues will limit any contact to an absolute minimum and continuously mindful of the FACTS campaign.  No larger meetings of the staff group will take place, other than remotely.  Parents will be informed that they are not to enter the building unless by prior arrangement for serious and specific reasons.  All communications with Parents/carers will be via telephone, email, letter and electronic meeting platforms.  Suppliers will follow clearly displayed procedure for the delivery of goods. |
| 7. | Is it practicable to confine parents, carers and visitors to strictly defined areas and avoid unnecessary movements around the building? | **Y** | **Green** | See above. |
| 8. | Have appropriate hand sanitiser pump action containers been made available in every work area classroom and on main travel routes through the building/site including access and egress areas? | **Y** | **Green** | Hand sanitisers are located at all main entry/exit points throughout school. All classrooms have sinks where handwashing can take place. |
| 9. | Is advisory hand washing signage displayed throughout the building/site, especially at entrances and exits and social areas? | **Y** | **Green** | Signage is in place emphasising key operational advice, for the staff and pupils. |
| 10. | Are the signs displayed, reviewed and replaced as necessary? | **Y** | **Amber** | See above on-going |

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| **C: Cleaning Regime – Consider what cleaning and hygiene measures need to be implemented to reduce the risk of individuals contracting the virus on your premises / site.** | | | | |
| **No** | **Issues** | **Y/N/**  **NA** | **Rating**  **R/A/G** | **Comments** |
| 1. | Have you completed a deep clean of the property / site before returning? | **Y** | **Green** | The school has been cleaned referring to the SIC Cleaning Schedule. |
| 2 | Is the ongoing cleaning frequency sufficient and can cleaning be undertaken when site/building/premises is occupied? | **Y** | **Green** | One day cleaner has been employed. |
| 3. | Are all hand contact points cleaned on a frequent basis throughout the day including, door furniture, handrails, IT equipment, desks, phones, flush plates, taps, dispensers, toilets, canteen / food preparation areas, technical equipment, science equipment, musical instruments, art equipment etc? | **Y** | **Green** | Day cleaner will wipe down handles/handrails on a regular basis through the day. Staff will be encouraged to maintain appropriate hygiene during the working day, e.g. hand washing, wiping down work areas, etc. |
| 4. | Are appropriate cleaning products being used during daily preventative cleaning regime? | **Y** | **Green** | The appropriate cleaning products have been provided. |
| 5 | Have persons undertaking the cleaning been instructed with clear safe usage instructions? | **Y** | **Green** | This is on-going for cleaning in June, the summer holidays and into the new term. Advice from Catering and Cleaning service shared with all staff and displayed in classrooms. |
| 6 | Have staff been provided with appropriate cleaning products so that they can frequently clean their work stations during the day? | **Y** | **Green** | Anti-bacterial wipes will be in each room for staff to use on their work station, resources, etc. |
| 7 | Can rugs and mats be removed where safe to do so to make cleaning and disinfection of floors easier? | **Y** | **Amber** | Carpets have been deep cleaned. School has been ‘fogged’ in August. |
| 8 | Have all soft furnishings been removed from classrooms and G.P. areas? | **N** | **Green** |  |
| 9 | Has all excess equipment/books been removed from classrooms? | **N** | **Green** | Library shelving turned towards wall. Staff to collect books to be used at start of week and return at end of week. |
| 10 |  | Choose an item. | Choose an item. |  |

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| **D: Building Safety – Responsible Person Checks – Consider how you ensure your building remains safe for all staff, pupils and visitors.** | | | | |
| **No** | **Issues** | **Y/N/ NA** | **Rating**  **R/A/G** | **Comments** |
|  | **Has your responsible person carried out checks on your building in the following areas:** |  |  |  |
| 1. | Fire Safety Systems / Emergency Lighting. | **Y** | **Green** | Confirmed by SIC Building Services |
| 2. | Ventilation / Humidity / Lighting & Heating. | **Y** | **Green** | See above |
| 3. | Gas Installations. | **Y** | **Green** | See above |
| 4. | Legionella Controls. | **Y** | **Green** | See above |
| 5. | Routine Inspections e.g. Local Exhaust Ventilation, Lifting Equipment and Pressure Systems and Equipment Maintenance. | **Y** | **Green** | See above |
| 6 | Lift Statutory Inspections. | **Y** | **Green** | See above |

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| **E: Other Issues** | | | | |
| **No** | **Issues** | **Y/N/**  **NA** | **Rating**  **R/A/G** | **Comments** |
|  |  | Choose an item. | Choose an item. |  |
|  |  | Choose an item. | Choose an item. |  |
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**Inspection undertaken by:**

|  |  |  |  |
| --- | --- | --- | --- |
| Signed: | Julia McGinlay | Date: | April 2021 |

# Workplace/School Health & Safety Inspection Action Summary

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Point Ref** | **Details of Corrective Action Required** | | | | | **Timescale** | **Responsible Person** | | **Completed** |
|  | ***for example: No one way travel system in place*** | | | | |  |  | |  |
|  | **Share updated RA with all staff, SIC and trade unions** | | | | | **25 April 21** | **JM** | |  |
|  | **Add updated RA to school website – COVID page** | | | | | **25 April 21** | **JM** | |  |
|  | **Update Induction form to reflect COVID** | | | | | **13 April 21** | **JM** | |  |
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|  |  | | | | |  |  | |  |
| Additional Comments | |  | | | | | | | |
| Signed: | Julia McGinlay | Date: | 25 April 21 | | |

**Workplace Risk Assessment**

Existing Health and Safety legislation makes it mandatory for all organisations to carry out a risk assessment of their work sites, and to keep these assessments constantly updated as circumstances change. There are also duties to consult with the workforce as part of this process, and to share the results of any risk assessment with them. The new risk posed by COVID-19 requires all employers to revisit their current H&S risk assessments, to ensure that new COVID-19 risks are assessed and managed. This means doing everything reasonably practicable to minimise these risks, recognising that we cannot completely eliminate the risk of COVID-19.

Risk control measures should be implemented according to the Hierarchy of Controls.(see Appendix A) Further information on the practical implementation follows. You are reminded that when assessing that level of risk that a hazard may present you must consider the likely outcome of the hazard causing harm, NOT the worst case scenario. The matrix for assessing risk is:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **SEVERITY** | **LIKELIHOOD** | | | | |
|  | **1**  **Very Unlikely**  **(*freak event )*** | **2**  **Unlikely**  ***(Unlikely sequence of events)*** | **3**  **Possible**  ***(Foreseeable under unusual circumstances)*** | **4**  **Likely**  ***(Easily foreseeable - )*** | **5**  **Very Likely**  ***(Common occurrence )*** |
| **1**  **Negligible**  ***(Risk of transmission is zero)*** | Low | Low | Low | Low | Low |
| **2**  **Slight**  ***(Risk of transmission is very low)*** | Low | Low | Low | Medium | Medium |
| **3**  **Moderate**  ***Risk of transmission is low)*** | Low | Low | Medium | High | High |
| **4**  **Severe**  ***(Risk of transmission is moderate)*** | Low | Medium | High | High | High |
| **5**  **Very Severe**  ***(Risk of transmission is high)*** | Low | Medium | High | High | High |

| **HAZARD** | **AT RISK** | **CONTROL MEASURES** | **PROBABLE OUTCOME** | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  | | | | | |
| **Consider:** premises work, equipment, specific tasks etc. | **People at risk** | **Control By:** guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc. | **EXISTING/ PROPOSED ‘E’ or ‘P’** | **Possible Outcome** | **Likelihood** | **Risk rating: High Medium Low** | **Proposed Timescale** | **Action Completed Date/Initial** |
| **Employee /Pupil Safety –** | | | | | | | | |
| Psychological well being | Staff/Pupils | Regular communication is in place (individual and group) to ensure staff/pupils are not ill-informed about returning to work/school safely.  New workplace/controls put in place to reduce risk of exposure to COVID-19 are documented in procedures and policies and disseminated to employees through line managers and HR.  New teaching and learning controls put in place to reduce risk of exposure to COVID-19 are documented in procedures and policies and relevant information disseminated to Parents/Carers.  Line managers/ Head Teachers are aware of how big changes to working arrangements may cause additional work-related stress and affect their staffs mental health and wellbeing.  Line managers/Head Teachers are aware of how big changes to learning arrangements may cause additional stress for children affect their mental health and wellbeing.  Managers/ Head Teachers hold regular informal discussions with their team and look at ways to reduce causes of stress.  Concerns on workload issues or support needs are escalated to line manager/Head Teachers.  Managers/ Head Teachers are trained to recognise signs and symptoms that a person is working beyond their capacity to cope and deal sensitively with employees experiencing problems outside of work.  Staff who are in vulnerable groups themselves or caring for others are encouraged to contact their line manager to discuss their support needs  ~~Undertake a review of stress risk assessment to reflect new working arrangements.~~  Staff are made aware of supportive mechanisms available to them (e.g. staff welfare officer) through line managers.  Pupils are made aware of supportive mechanisms available to them.  School manager is aware of the impact on their own work-related stress levels in preparing for and supporting pupils, parents and staff through big changes to the educational system.  The potential impact on their mental and physical health must be recognised and appropriate support made available.  All staff are encouraged to take time out of the school building at some point during the day to get some fresh air. | E | Severe | Likely | Medium | ongoing |  |
| Virus transmission in the workplace /School  Virus transmission in the workplace/ school – Continued  Virus transmission in the workplace – Continued | Staff, Pupils, Parents, Carers, visitors, contractors  Staff, Pupils, Parents, Carers, Visitors, contractors  Staff, Pupils, Parents, Carers, Visitors, contractors | Staff follow all Scottish Government and Local Authority guidance.  [Specific individual worker risk assessment](http://intranet2.shetland.gov.uk/Policy/SiteAssets/SitePages/Coronavirus/Vulnerable%20People%20Risk%20Assessment%20form%20V2.doc) been undertaken for those who have a self-declared health condition which could increase their risk profile.  An [inspection checklist](#_COVID-19_Health_&) has been undertaken to identify the control measures to consider reducing the risk of workplace infections and as part of a proactive monitoring regime and checking that preventative and protective control measures are implemented in line with current health and safety general duties.  A tracking system is utilised to keep track of when staff can return to work after the symptom free period.  Training arrangements have been developed including refresher sessions to ensure staff have been trained before returning to work on any new procedures. These courses will be delivered through online learning.  Work has been arranged so that staff are able to maintain the government guidelines for social distancing based on our industry (The latest Guidance on these measure can be found by clicking the following link [Social Distancing Guidelines](https://www.gov.scot/publications/coronavirus-covid-19-business-and-social-distancing-guidance/)).  Staff activities are segregated to promote 2 metres distance.  A one-way flow system is implemented where possible and visual aids, such as floor strips, signage are used for maintaining two metres distance throughout the school.  The NHS track and trace system will be used to advise staff upon their return to work and if steps are necessary to be taken.  Employees/pupils are educated on preventative care.  Hygiene guidance is given such as avoiding touching eyes, nose, mouth and unwashed hands, cover your cough or sneeze with a tissue, and throw it away in a bin and wash your hands. Teachers to regularly communicate this with pupils.  Ensure help is available for children and young people who have difficulty cleaning their hands independently.  Ensure good hygiene at and around toilet areas, e.g. doors.    New groupings of children are in place and these groupings are maintained at all times. There are no large gatherings of pupils.  Staff informed not to wear face coverings such as scarves where these could be hazardous in their working environment.  Young children or those that cannot use them safely advised not to wear masks.  Young children can wear masks if they choose to do so.  Posters are displayed that encourage staying home when sick and implementing good respiratory hygiene.  Alcohol based hand rub has been placed at strategic areas within the school and in other areas where they will be seen. For example at all entrances to school and in general circulation/breakout areas.  The use of alcohol based hand rub to be supervised particularly when being used by small children.  Parents/Carers advised there will be the use of alcohol based hand sanitisers.  Staff/pupils have been instructed to clean their hands frequently, to wash their hands with soap and water for at least 20 seconds followed by the use of an alcohol-based hand sanitiser that contains at least 60-95% alcohol. Soap and water and alcohol-based hand rubs are provided in the school and adequate supplies are maintained.  Social distancing while at school is maintained by use of signage and continuing to limit social interactions. At pick up and drop off times and break times/ lunchtimes pupils use separate entrances. Posters will be located throughout the school to remind parent/carers/staff/pupils to exercise 2M distancing and to keep apart.  Classrooms – Organise classroom seating in accordance with Scottish Government and LA guidance, removing excess furniture, and ensuring that Social Distancing is maintained between staff and pupils where possible.  Practical Class equipment – To be cleaned/sterilised after each class.  PE can take place indoors from 26.04.21  Where laundry is to be carried out in the school all items should be placed in an appropriate receptacle before being washed. The machine should be no more than half full and the wash cycle should be at least 60C. Where items are taken home by pupils they should be advised to place them in a disposable plastic bag for transporting.  Remove soft furnishings.  Children are discouraged from bringing items in from home – other than a digital device to support their remote learning.  School bags are kept on pegs not on desks.  Prop open doors (please note this does not include fire doors), where safe to do so (mindful of fire safety). This will limit use of door handles, and improve ventilation. Timetable for opening fire doors agreed with Fiona Johnson at Safety and Risk.  Windows should be opened whenever possible to improve ventilation  Staff bring their own provisions in for refreshments/lunch. Staff to also bring their own cup/water bottle.  Children to bring their own bottle of water, and snack. Tuck shop areas will not be open.  Lunch can be provided for pupils.  School lunches will be eaten in the canteen.    Social areas providing seating have staggered use to maintain social distancing rules. Continued liaison between the 2 classes to timetable shared areas.  Coat rooms/areas – no coats/personal belongings to be positioned next to others.  Social gathering amongst staff has been discouraged whilst at work. The staff room shall not be used for large gatherings at break times, and staff will be encouraged to remain in their own classroom. Staff rooms may be used for timetabled non-teaching time.  Staff requested to keep in touch through remote technology such as phone, internet and social media. Weekly bulletin in place for sharing information from 22.02.21.  Default position is for P4-7 teaching staff to work from home  PPE will be located in a designated ‘isolation room’ and additional masks in classrooms.  Official government guidance is monitored regularly for latest details on guidance and advice which is shared with staff.  Relevant reports to be completed to allow Track, Trace Isolate. Teaching staff to keep a seating plan for this purpose. This should be forwarded to the clerical staff and the acting head teacher.  Business related travel is reduced.  All non-essential meetings have been changed to digital consultations with essential face to face meetings following government social distancing guidelines.  Staff discouraged from hand shaking and general close personal greetings.  Staff are made aware of the impact of COVID-19 on their job/change of working environment.  Each pupil will be issued with their own text books, pens, pencils etc.  Staff will follow the SG guidance and wear face coverings when they cannot maintain 2m social distancing with other adults and the learners. They will also wear face coverings when moving through corridors and in other communal areas within the school. (Some exemptions in ELCC, P1, P2 and with some learners with ASN)  Staff follow the clear instructions within the national guidance:  • Face coverings should not be shared with others.  • Before putting on or removing the face covering, hands should be cleaned by washing with soap and water or hand sanitiser.  • Make sure the face covering is the right size to cover the nose, mouth and chin.  • When temporarily storing a face covering (e.g. during classes), it should be placed in a washable, sealed bag or container. Avoid placing it on surfaces, due to the possibility of contamination.  • Re-usable face coverings should be washed after each day of use in school at 60 degrees centigrade or in boiling water.  • Disposable face coverings must be disposed of safely and hygienically.  Disposable face covering are available in the staffroom for anyone who has forgotten a covering or their one is damaged or soiled.  To mitigate risk from surface contamination of jotters, textbooks and library books:  Careful hand washing with soap and warm water/use of alcohol-based hand sanitiser before and after handling text books, jotters (or other pieces of equipment) mitigates the need for quarantine for 72 hours before, and 72 hours after. As far as possible and in line with effective practice, staff should avoid touching their mouth, nose and eye area. Good hand hygiene should be sufficient to prevent transmission of infection from these items, even if they are contaminated, as long as the person handling the item does not touch their face between handling the item and decontaminating their hands. Good respiratory hygiene (“Catch it, kill it, bin it”) is also required at all times.  Any books or resources being taken in to school from home will be quarantined for 72 hours.  New members staff get an induction which includes all the safety measures currently in place regarding COVID and a copy of this Risk Assessment to read and keep.  Staff directly involved in the direct care of children with the most complex needs have been offered a vaccine. Key staff have taken up the offer and have had their first dose. | E | Moderate | Possible | Medium | Ongoing |  |
| Virus transmission in the workplace /School - PRACTICAL SUBJECT | Staff, Pupils, Parents, Carers, leisure centre staff, public | Staff informed of new procedures (Feb 2021) about Asymptomatic Testing Programme for School/ELC Staff and Senior Phase Pupils.  Supporting Materials and Guidance for the programme is stored on a shared portal – Objective Connect. The school has registered for an account. (See Circular 007/2021/I for details).  Communicate dates of webinars. At least one member of staff from each primary and secondary school to attend these webinars.  Consent forms are stored securely by office staff for those who have given consent. This testing is not mandatory but it is encouraged.  All Lateral Flow Device (LFD) testing kits is stored in a secure area, at temperatures between 2 0C and 30 0C.  School specific procedures have been communicated with all staff via email. Briefing initially and then regular communications thereafter to encourage continuous testing.  Email correspondence has provided information on:  • Test kit collection point and dates/times for collection;  • How to do test;  • In the event of a positive test, who to contact to report positive results i.e. both school and [www.gov.uk/report-covid-result](http://www.gov.uk/report-covid-result);  • How to register positive, negative and void results on a web-based portal, each time they carry out their tests, (twice weekly).  Regular communications on:  • Importance of continuous testing;  • Importance of uptake to contribute to the wellbeing of their school communities;  • Importance of accurate reporting.  Staff have been advised who the nominated staff are, carrying out the programme specific tasks, and who will be their point of contact. Julia– COVID co-ordinator Julia – registration assistants,  Julia is responsible to log which kits have been distributed to which individuals. Then, replenish supplies on a regular basis.  Julia will hand out the test kits and will wear an appropriate face covering at all times, and maintain 2m from staff and pupils coming to collect test kits.  Staff are made aware of the contact details for DHSC central incident management helpline and mailbox, in the event of any issues or questions regarding the programme. (See Circular 007/2021/I for details).  Clear communication to be displayed/distributed to highlight:  • This regular testing is only for individuals without symptoms.  • Instructions for Use for the testing kits to be given to individuals.  • Those with symptoms must continue to follow national guidance. People with symptoms must not rely on a negative LFD result to continue to attend school.  • Should a member of staff, or a pupil, receive a positive result from their Lateral Flow Device, they must book a PCR test. <https://www.gov.uk/get-coronavirus-test>  Staff directly involved in the direct care of children with the most complex additional needs have been offered a vaccine. Twp staff have taken up the offer and have had both doses.  Physical Education  The delivery of physical education will align with our overall risk assessment with the national guidance on PE found here:  <https://education.gov.scot/improvement/covid-19-education-recovery/covid-19-return-to-educational-establishments/>  Practical Physical Education has been risk assessed for school halls, games halls and activity which takes place in Shetland Recreational Trust facilities. This includes indoor, outdoor and aqua activities. The risk assessment of these facilities satisfies the duties placed on the council. ~~Currently the national advice is for PE to be delivered outdoors.~~  Operational guidance including procedures for physical education that takes place in Shetland Recreational Trust venues, is held and updated online, and has been shared by James Johnston with the HT.  Updated PE Version 3 – 23 April 2020– Key changes in yellow – see below for swimming:  Only use the allocated cubicles & lockers.  Avoid touching any other areas of the changing areas.  Place "in use" sign on allocated cubicle & use this same cubicle once session is finished.  Swimmers must make their way immediately to their allocated cubicle, change & leave the facility as quickly as is reasonably practicable through changing room to back door for collection.  Any personal equipment such as goggles or swim caps etc should not be shared at any time.  No personal pool equipment such as floats are to be brought to the lessons by pupils.  Following the return to full-time, in school learning after the Easter break indoor, individual, non-contact PE, is permitted from Monday 26 April.  Information and instructions for swimming will be shared with parents by letter 26.04.21. Information will also be shared with pupils on 26.04.21,  Face coverings should be removed for practical activities.  PE teachers will be permitted to teach swimming groups from more than one school in a day.  Face coverings should be secured with pupils' own belongings  Once changed, face coverings should not be taken poolside & left at the side of the pool  Pool Session conclusions will be staggered where possible, ensuring numbers in the changing area are kept to manageable levels.  Teachers should deliver lesson from poolside. Where learners require additional support in the pool, support staff may accompany them.  Swimmers must shower before entering the water.  Swimmers are permitted to rinse after the lesson. No congregation is permitted in the showering area.  Swim changing facilities can be used as normal. These will be allocated and marked as to be used by staff.  ‘Post pool' such as hairdrying are not permitted as pupils must change and leave the building promptly.  Pupils should sanitise hands at cleaning station prior to entry and exit.    All staff involved in delivering PE, including PE teachers, class teachers and support staff must be familiar with the operational guidance. | E  E | MODERATE  MODERATE | POSSIBLE  POSSIBLE | MEDIUM  MODERATE | From 10 November  From 26 April 2021 |  |
| Someone entering the school with COVID-19/ or become unwell within the school | Staff, Pupils, Parents, Carers, visitors, contractors | Request that companies who regularly attend our premises or those we work alongside us to provide their health and safety policy/arrangements / or RAMS (risk assessment and method statement) regarding COVID-19.  Work with our supply chain to ensure that they are adopting good practices to prevent the spread of COVID-19 to discuss arrangements and control measures.  Staff are made aware of COVID-19 symptoms via training sessions and visual aids such as posters in key locations, screensavers.  Anybody visiting site will be informed that they are not to enter if they’re experiencing COVID-19 symptoms and will be advised to self-isolate in line with government recommendations.  Staff/pupils and through communications to parents/carers will be informed to self-isolate if they have a person living in the same household or if they’ve been in contact with someone displaying COVID-19 symptoms.  Remind staff/parents if their child or any member of the household has cold symptoms (not just fever/cough), they should not attend school, and to follow isolation guidance. Posters displayed at entrances and throughout school.  Any child who presents with Covid-19 symptoms should be located in an Isolation Room.  An isolation toilet will be clearly identified, and only used as an ‘isolation toilet’ in the event of when a child/staff member becomes unwell.  PPE to be located in ‘isolation room’.  Any siblings of the child to be made aware they will be collected from school to follow isolation guidance. Siblings to be instructed to wait in a designated area.  Relevant reports to be completed to allow Track, Trace Isolate.  Procedure to be in place in event of when parent/carer is late to collect child/children when unwell.  Any staff member who presents with Covid-19 symptoms should isolate in an Isolation Room, to phone/communicate with management, in order to cover classes appropriately. Then exit school asap. | E  Choose an item. | Moderate | Possible | Medium | Ongoing |  |

| **Hazard** | **At Risk** | **Control Measures** | **Probable Outcome** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Consider:** premises work, equipment, specific tasks etc. | **People at risk** | **Control By:** guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc. | **EXISTING/ PRPOSED ‘E’ or ‘P’** | **Possible Outcome** | **Likelihood** | **Risk rating: High Medium Low** | **Proposed Timescale** | **Action Completed Date/Initial** | |
| Travel, Access & Egress | | | | | | | | | |
| Travelling to work/school | Staff, Pupils, Parents, Carers, visitors, contractors | Staff will be instructed to use council vehicles for work activities during the working day (as opposed to travelling to and from work).  Staff told to avoid public transport where applicable and using alternatives e.g. cycling, walking to work etc  Transport Planning to advise on school transport guidance.  Parents/carers/staff to adhere to 2m distancing on the school grounds approaching/exiting school. | E | Moderate | Unlikely | Low | ongoing | |  |
| Driving at work | Staff, Pupils, Parents, Carers, Contractors | Staff roles that are required to car share are considered and whether this could continue. | E | Negligible | Very Unlikely | Low | ongoing | |  |
| Entry and exit to building  Entry and exit to building – Continued | Staff, Pupils, Parents, Carers, visitors, contractors  Staff, Pupils, Parents, Carers, visitors, contractors | Entry and exits to the building/school are reviewed to ensure that access/egress can be carried out safely.  Use separate entrances to building for both classes.  School door is open at 0900 and 1500.  Designated shared areas for indoor break times and lunch breaks can accommodate all pupils. This will ensure that corridors or circulation areas have a limited number of pupils using them at any one time.  Parents have been notified that they are required to wear face covering at pick up and drop off times.  Follow procedure for when parent/carer is late to collect child.  Pupils to wash hands with soap and water, after entering building, and before exiting building.  Access and exit from a building involving signing in/out at reception appropriately managed, any touchscreen technology avoided. Should use own pen.    Access to the building/site been restricted to visitors and contractors etc.  Visitors confined to strictly defined areas and unnecessary movements around the building avoided. Parents/carers to leave children at main door of school, or another means of access as advised by the Head Teacher, exercising 2m distancing.  Hand sanitiser pump action containers are available in every work area and on main travel routes through the school including access and egress areas.  Advisory hand washing signage displayed throughout the school, especially at entrances and exits and were people congregate.  Signs displayed reviewed and replaced as necessary. | E | Moderate | Very Unlikely | Low | ongoing | |  |

| **HAZARD** | **AT RISK** | **CONTROL MEASURES** | **PROBABLE OUTCOME** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Consider:** premises work, equipment, specific tasks etc. | **People at risk** | **Control By:** guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc. | **EXISTING/ PRPOSED ‘E’ or ‘P’** | **Possible Outcome** | **Likelihood** | **Risk rating: High Medium Low** | **Proposed Timescale** | **Action Completed Date/Initial** | |
| Cleaning and hygiene measures | | | | | | | | | | |
| Environmental Cleaning | Staff, Pupils, Parents, Carers, visitors, contractors | A deep clean of the property / site before returning is performed if required. (SIC Children’s Services Cleaning Schedule has been completed ahead of the staff return).  CLEANING SERVICES AND ENVIRONMENTAL HEALTH WILL OVERSEE APPROPRIATE MEASURES. | E | Slight | Unlikely | Low | In place | |  | |
| Cleaning Frequency | Staff, Pupils, Parents, Carers, visitors, contractors | The ongoing cleaning frequency is made sufficient enough such that cleaning can be undertaken when site/building/premises is occupied.  School to be cleaned after each session, and at regular intervals throughout the day, in accordance with the agreed schedule.  *CLEANING SERVICES AND ENVIRONMENTAL HEALTH WILL OVERSEE APPROPRIATE MEASURES.* | E | Slight | Possible | Low | In place | |  | |
| Commonly touched surfaces/toys/ equipment | Staff, Pupils, Parents, Carers, visitors, contractors | All hand contact points cleaned on a frequent basis throughout the day including, door handles, light switches, furniture, handrails, IT equipment, desks, phones, flush plates, taps, dispensers, toilets, canteen / food preparation areas.  Rugs and mats are removed where safe to do so to make cleaning and disinfection of floors easier.  Appropriate cleaning products are used during daily preventative clean regime.  Staff avoid touching common pieces of equipment such as printers/scanners/faxes and use only dedicated work equipment on the workstations. Any use of common work equipment is restricted and managed.  In classrooms/learning environments where there is not a sink nearby, ensure there are hand sanitiser available.  Reduce number of toys and ensure they are easy to clean. Staff to sterilise/ wipe toys during and at the end of each session.  Routine cleaning disinfection of frequently touched objects and surfaces such as doors, desks, chairs, sinks, toilets, light switches, bannisters etc.  Routine cleaning/ disinfection of shared resources such as books, toys, ICT equipment such as keyboards, music equipment, utensils and tools.  All pupils and staff to have own stationary.  All pupils to have designated desk each session.  All desks/chairs to be disinfected after each session.  All pupils to have designated storage for work e.g. their own tray. To be located on individuals desks.  All play equipment outdoors to be disinfected between groups of pupils.  School Library books to be quarantined for 72 hours after return. Access carefully controlled and hand hygiene closely followed when issuing library books. More guidance on school library risk assessments: [www.cilip.org.uk/news/news.asp?id=506793](http://www.cilip.org.uk/news/news.asp?id=506793) | P | Slight | Possible | Low | Cleaning in place.  Additional cleaning to be in place for August.  Routines to be established with teachers in August. | |  | |
| Use of cleaning products | Staff, Pupils, Parents, Carers, Contractors | Persons undertaking the cleaning been instructed with clear safe usage instructions.  The relevant Safety Data Sheet and COSHH assessment is provided for the substances in use  Correct PPE is provided for the use of cleaning materials  CLEANING SERVICES AND ENVIRONMENTAL HEALTH WILL OVERSEE APPROPRIATE MEASURES. |  | Slight | Unlikely | Low | June | |  | |
| Housekeeping | Staff, Pupils, Parents, Carers, Contractors | Appropriate cleaning products are provided, so that staff can frequently clean their work stations and pupils work stations during the day.  Staff provided with waste bins lined with a plastic bag so that they can be emptied without contacting the contents.  Staff are instructed that the emptying of bins and wastepaper baskets should be followed by hand washing. | E | Moderate | Unlikely | Low | ongoing | |  | |

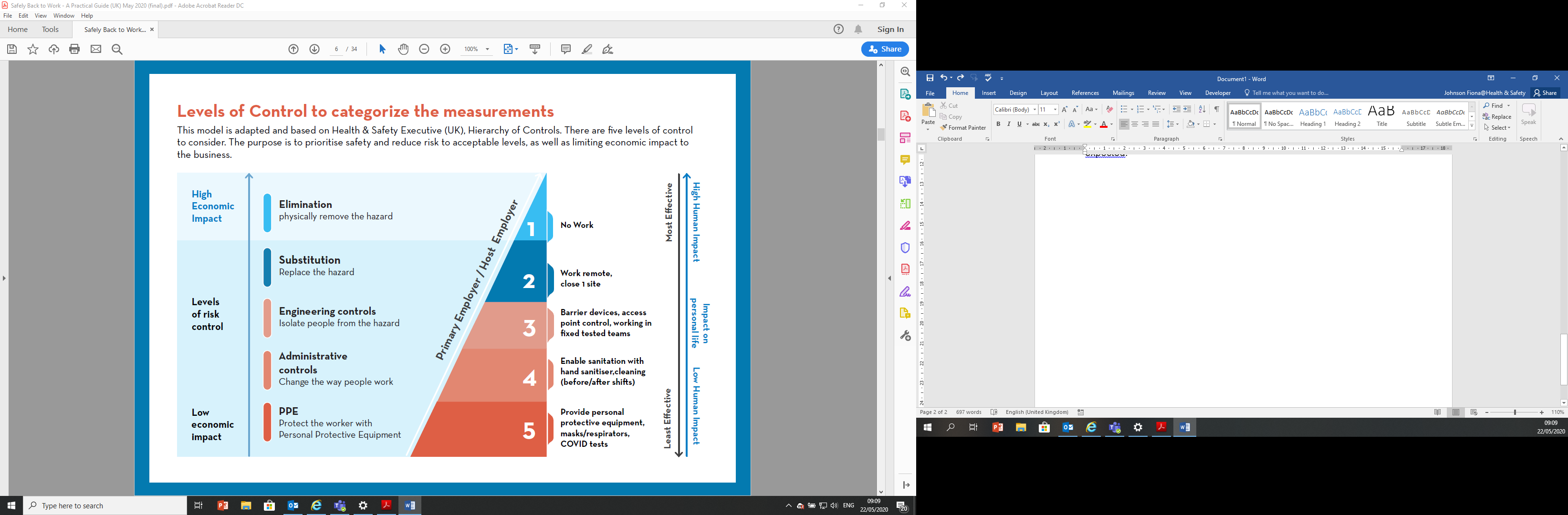
| **HAZARD** | **AT RISK** | **CONTROL MEASURES** | **PROBABLE OUTCOME** | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Consider:** premises work, equipment, specific tasks etc. | **People at risk** | **Control By:** guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc. | **EXISTING/ PRPOSED ‘E’ or ‘P’** | **Possible Outcome** | **Likelihood** | **Risk rating: High Medium Low** | **Proposed Timescale** | **Action Completed Date/Initial** |
| Fire Safety Systems / Emergency Lighting - Responsible person has carried out checks on your building in the below areas. Guidance on this topic can be accessed here | | | | | | | | |
| Fire, heat, burns, smoke inhalation | Staff, Pupils, Parents, Carers, visitors, contractors | Checks have been carried out in in the following areas:  Emergency lighting suitable, sufficient and maintained.  Suitable number fire extinguishers available in required locations.  The sprinkler system including heads maintained (if fitted).  Dry / wet risers inspected and maintained (if installed).  Fire blankets available in required location.  Fire alarm and detection system for the building tested, inspected and maintained.  Means of escape clear.  Fire doors provided and maintained in good working order.  Building has suitable lightening conductors / protection.  The fire risk assessment suitable & sufficient / current. | E | Severe | Possible | medium | ongoing |  |

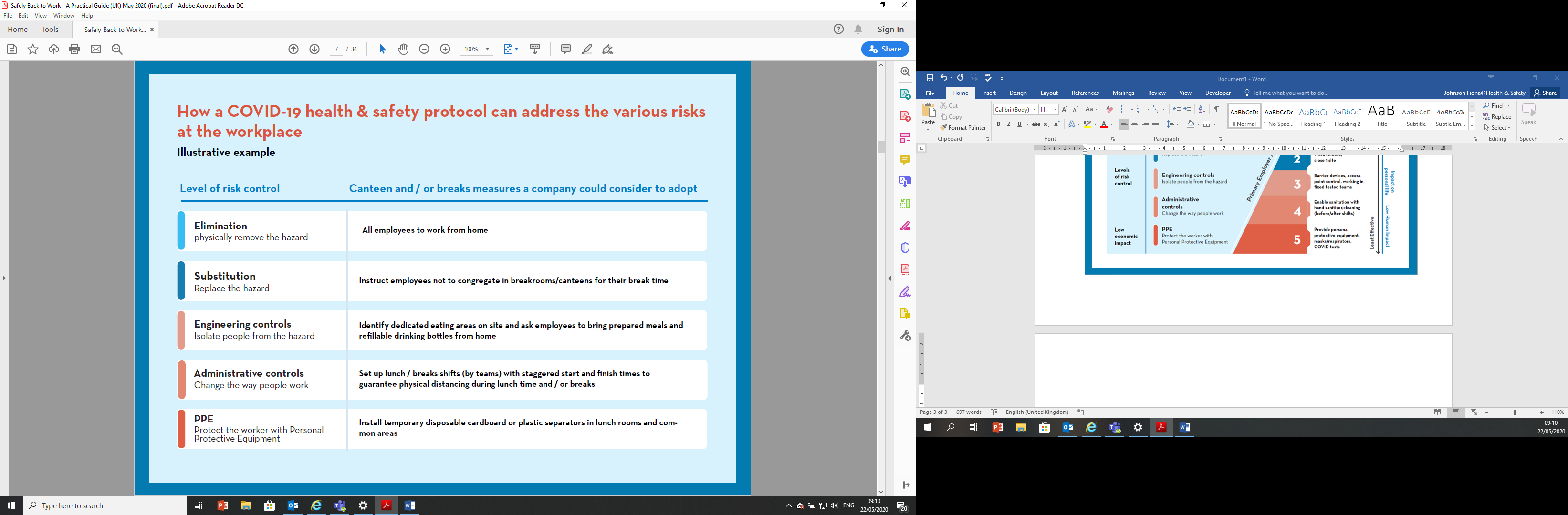
| **HAZARD** | **AT RISK** | **CONTROL MEASURES** | **PROBABLE OUTCOME** | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Consider:** premises work, equipment, specific tasks etc. | **People at risk** | **Control By:** guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc. | **EXISTING/ PRPOSED ‘E’ or ‘P’** | **Possible Outcome** | **Likelihood** | **Risk rating: High Medium Low** | **Proposed Timescale** | **Action Completed Date/Initial** |
| Ventilation / Humidity / Lighting & Heating Responsible person has carried out checks on your building in the below areas. Guidance on this topic can be accessed here | | | | | | | | |
| Temperature/ Humidity | Staff, Pupils, Parents, Carers, visitors, contractors | Workplace temperatures are appropriate.  Measures can be taken to control temperature extremes and/or humidity levels. | E | Slight | Possible. | Low | ongoing |  |
| Ventilation | Staff, Pupils, Parents, Carers, visitors, contractors | Natural ventilation is available in the workplace, e.g.  windows or open doorways.  If natural ventilation is insufficient, ventilators, fans or air conditioners provided to ensure a consistent flow of fresh air.  Air exchange rate of the air handling system meet standard requirements for the occupants in the building.  Ventilation systems have been adequately maintained and serviced.  Staff have been advised to keep all doors open and windows open, when weather allows.  Parents/carers have been advised to ensure their child(ren) have appropriate clothing to keep them warm. | E | Slight | Possible | Low | ongoing |  |

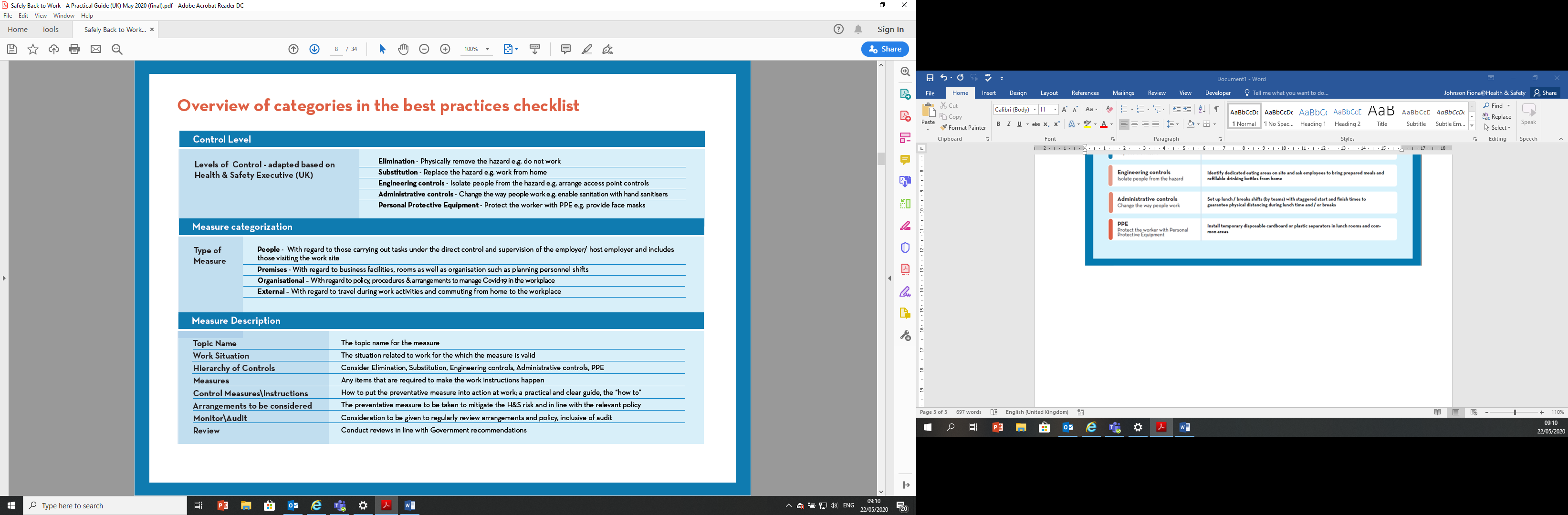
| **HAZARD** | **AT RISK** | **CONTROL MEASURES** | **PROBABLE OUTCOME** | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Consider:** premises work, equipment, specific tasks etc. | **People at risk** | **Control By:** guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc. | **EXISTING/ PRPOSED ‘E’ or ‘P’** | **Possible Outcome** | **Likelihood** | **Risk rating: High Medium Low** | **Proposed Timescale** | **Action Completed Date/Initial** |
| Gas Installations - Responsible person has carried out checks on your building in the below areas. Guidance on this topic can be accessed here | | | | | | | | |
| Gas Installations | Staff, Pupils, Parents, Carers, visitors, contractors | Gas installations e.g. boilers been inspected, tested and maintained at required frequencies.  Adequate ventilation available next to gas installations.  Carbon monoxide detection available next to gas installations and in operation.  Gas isolation control switches available and clearly identified.  Supplier’s emergency contact number clearly displayed, un-obscured and legible.  Gas cylinders being used safely. | E | Moderate | Possible | Low | ongoing |  |

| **HAZARD** | **AT RISK** | **CONTROL MEASURES** | **PROBABLE OUTCOME** | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Consider:** premises work, equipment, specific tasks etc. | **People at risk** | **Control By:** guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc. | **EXISTING/ PRPOSED ‘E’ or ‘P’** | **Possible Outcome** | **Likelihood** | **Risk rating: High Medium Low** | **Proposed Timescale** | **Action Completed Date/Initial** |
| Legionella/Water Systems/Hygiene - Responsible person has carried out checks on your building in the below areas. Guidance on this topic can be accessed here | | | | | | | | |
| Water outlets  Legionella | Staff, Pupils, Parents, Carers, visitors, contractors | Tanks, taps and shower outlets inspected and maintained.  Suitable controls in place to reduce the risk of legionnaires disease.  Showers been run at maximum temperature for 5mins to eliminate standing water and eradicate legionella bacteria. | E | Severe | Unlikely | Low. | ongoing |  |
| Drinking water | Staff, Pupils, Parents, Carers, visitors, contractors | Drinking water facilities safe for use i.e. provided at refreshing temperatures (not warm).  Drinking water should ideally be “live” from the potable water main or from storage that is properly designed, sealed from ingress of dirt, vermin etc. and with good circulation. | E | Moderate | Very unlikely | Low | ongoing |  |

| **HAZARD** | **AT RISK** | **CONTROL MEASURES** | | | **PROBABLE OUTCOME** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Consider:** premises work, equipment, specific tasks etc. | **People at risk** | **Control By:** guards, training, supervision, safety equipment, safe working procedures, hygiene monitoring etc. | | | **EXISTING/ PRPOSED ‘E’ or ‘P’** | **Possible Outcome** | | **Likelihood** | **Risk rating: High Medium Low** | **Proposed Timescale** | **Action Completed Date/Initial** |
| Routine Inspections e.g. Local Exhaust Ventilation, Lifting Equipment and Pressure Systems and Equipment Maintenance - Responsible person has carried out checks on your building in the below areas. Guidance on this topic can be accessed here | | | | | | | | | | | |
| Statutory Inspections | Staff, Pupils, Parents, Carers, visitors, contractors | Checks have been carried out or planned in the following areas:  Thorough examination, inspection, test and maintenance certificate and logs available and up-to-date for the premises, plant and equipment e.g. Local Exhaust Ventilation, Lifting Equipment and Pressure Systems. | | | E | Negligible | | Possible | Low | ongoing |  |
| Lift Statutory Inspections | Staff, Pupils, Parents, Carers, visitors, contractors | The thorough examination, inspection, testing and maintenance records for the lifting equipment in date. | | | E | Negligible | | Possible | Low | ongoing |  |
| Plant and Equipment | Staff, Pupils, Parents, Carers, visitors, contractors | There is a planned preventative maintenance schedule and inventory available for key items of plant and equipment and are up-to-date  All fixed guards on machinery in place, secure and well maintained.  The safety devices and controls e.g. emergency stops, light guards etc been checked to ensure safe operation.  Defective equipment been taken out of service awaiting repair.  Enough space is available for personnel to undertake their tasks safely and comfortably.  Personnel have the appropriate competences and/or trained to use machines/work equipment. | | | E | Negligible | | . Possible | Low | ongoing |  |
| Name:  Post Title: | Julia McGinlay  Acting Head Teacher | | Assessment Date:  25.04.21 | Further action required: N  ADVICE FROM QIM AND SAFETY & RISK SHOULD ANY AMENDMENTS BE REQUIRED. | | | Action Review Date(s):ongoing  Next Review Date: 01.06.2021 | | | | |







**Examples of Practical Implementation of Control Measures**

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| **Re-modelling of the workplace**  **Separation - space and time**  **Concept Description**  Offices could be redesigned to provide for greater spacing between employees and reduce the risk of contamination between functions.  **Impact**  • This may help to reduce the spread of any infection  • May also provide compartmentalisation in the event of a wider spread allowing the maintenance of some functions. |  |

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| **Visual Social-distancing/Sanitisation Cues**  **Separation - space and time**  **Concept Description**  Visual cues such as markings or projections on the floors, walls and interfaces could indicate to workers safe distances and provide reminders as to when they should change PPE and/or wash their hands as the go through the working environment.  **Impact**  • May increase the frequency with which employees wash their hands  • Increases employee awareness of hygiene.  • Increases employee awareness of physical  distancing with colleagues |  |

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| **Staggered Shifts and Lunch Times**  **Separation - space and time**  **Concept Description**  Simple and clear instructions about work shifts and breaks could be provided (e.g. where employees should sit and for how long they can be in the breakroom/canteen)  **Impact**  • Can help reduce queues and crowds, especially relevant if screening measures are introduced requiring more time to pass through.  • Could make it easier for workers to maintain social distance. |  |

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| **Hygiene Zones with Checkpoints Between**  **Personal Health measure**  **Concept Description**  The workplace could be separated into various zones with mandatory sanitisation between zones.  **Impact**  • Increases the frequency with which workers must wash hands/change PPE.  • Reduces risk of cross-contamination |  |

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| **Printed Media Campaign**  **Concept Description**  Providing printed media to inform employees about the changes they can expect when returning to work.  **Impact**  • Can increase transparency and give clarity about current situation and the way that it is handled  • Could increase mental and emotional preparedness of staff upon return to work |  |

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| **Online Training (Pre and Post Return)**  **Returning to work training**  **Concept Description**  These online training sessions may form a part of a larger series preparing the worker to return to the site, beginning in their home and continuing for a time after return.  **Impact**  • Can be deployed within the worker’s home  (pre-return) or on-site (post-return)  • Can be tailored to match worker’s preferred  learning style  • Can be gamified to provide learning incentives  • Can provide continuity across the pre and  post return horizons |  |

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| **Mental wellbeing while working from home**  It expected that in the ‘new normal’, the return to the office environment will be phased in gradually; it is likely that many employers will incorporate long-term arrangements for their employees to work from home during part of the working week on a rotational basis, in order to ensure physical distancing protocols are met. It is therefore still important to ensure that, as part of a company’s H&S protocols, due regard is given to employees’ mental wellbeing during these disruptive times.  By way of example here are 10 tips for employees to stay fit and well, both when they are working from home or in the office. We strongly recommend that all employers ensure that mental wellbeing support is provided for their workforce going forward. |  |

