
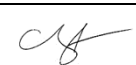


Risk Assessment

Description of activity or area being assessed:		Type of Premises: Office																																							
halow office working COVID-19 Risk Assessment		Location: halow Project 11 Quarry Street, Guildford, Surrey, GU1 3UY																																							
Date Completed: 23 rd July 2020		Proposed Review date: 1 st August 2020 or before if anything is known to have changed.																																							
RISK MATRIX <table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <td style="width: 20px; height: 20px; background-color: #00FF00;"></td> <td style="width: 20px; height: 20px; background-color: #FFFF00;"></td> <td style="width: 20px; height: 20px; background-color: #FF0000;"></td> </tr> <tr> <td style="text-align: center;">Low Risk</td> <td style="text-align: center;">Medium Risk</td> <td style="text-align: center;">High Risk</td> </tr> </table>					Low Risk	Medium Risk	High Risk	This document should be reviewed at least annually; following any major changes and immediately after an accident or near miss occurrence, whichever occurs first.																																	
Low Risk	Medium Risk	High Risk																																							
<table border="1"> <thead> <tr> <th>Likelihood</th> <th>1- Trivial injury,</th> <th>2- First aid injury</th> <th>3- Reportable injury</th> <th>4- Major injury;</th> <th>5- Fatality or disabling illness;</th> </tr> </thead> <tbody> <tr> <td>1 - Very Unlikely</td> <td style="background-color: #00FF00;">1</td> <td style="background-color: #00FF00;">2</td> <td style="background-color: #00FF00;">3</td> <td style="background-color: #00FF00;">4</td> <td style="background-color: #00FF00;">5</td> </tr> <tr> <td>2 - Unlikely</td> <td style="background-color: #00FF00;">2</td> <td style="background-color: #00FF00;">4</td> <td style="background-color: #00FF00;">6</td> <td style="background-color: #FFFF00;">8</td> <td style="background-color: #FFFF00;">10</td> </tr> <tr> <td>3 - Likely</td> <td style="background-color: #00FF00;">3</td> <td style="background-color: #00FF00;">6</td> <td style="background-color: #FFFF00;">9</td> <td style="background-color: #FFFF00;">12</td> <td style="background-color: #FFFF00;">15</td> </tr> <tr> <td>4 - Very Likely</td> <td style="background-color: #00FF00;">4</td> <td style="background-color: #FFFF00;">8</td> <td style="background-color: #FFFF00;">12</td> <td style="background-color: #FF0000;">16</td> <td style="background-color: #FF0000;">20</td> </tr> <tr> <td>5 - Almost Certain</td> <td style="background-color: #00FF00;">5</td> <td style="background-color: #FFFF00;">10</td> <td style="background-color: #FF0000;">15</td> <td style="background-color: #FF0000;">20</td> <td style="background-color: #FF0000;">25</td> </tr> </tbody> </table>		Likelihood	1- Trivial injury,	2- First aid injury	3- Reportable injury	4- Major injury;	5- Fatality or disabling illness;	1 - Very Unlikely	1	2	3	4	5	2 - Unlikely	2	4	6	8	10	3 - Likely	3	6	9	12	15	4 - Very Likely	4	8	12	16	20	5 - Almost Certain	5	10	15	20	25	Assessor's Name			
		Likelihood	1- Trivial injury,	2- First aid injury	3- Reportable injury	4- Major injury;	5- Fatality or disabling illness;																																		
		1 - Very Unlikely	1	2	3	4	5																																		
		2 - Unlikely	2	4	6	8	10																																		
		3 - Likely	3	6	9	12	15																																		
		4 - Very Likely	4	8	12	16	20																																		
5 - Almost Certain	5	10	15	20	25																																				
Name:		Graham O'Connor		Sign: 																																					
Position:		Director of halow Project Services																																							
Approved by																																									
Name:		Campbell Livingston																																							
Position:		Director of Business Services and halow care																																							
Persons at Risk: Persons identified as being at risk from activity and approximate number affected:																																									
Halow staff/ Agency staff: up to 12 at any one time				Service Users : none																																					
Volunteers: up to two				Member of the public: unlikely																																					

Introduction

COVID-19 and staying up to date

The virus that causes COVID-19 is mainly transmitted through droplets generated when an infected person coughs, sneezes, or speaks. These droplets are too heavy to hang in the air. They quickly fall on floors or surfaces remaining there for various durations. The virus is most often flu like but can lead to severe and life threatening respiratory and cell issues in some cases.

All staff to keep themselves updated and to follow the latest government guidelines via

<https://www.gov.uk/coronavirus>

IMPORTANT:

This risk assessment sets out the essential ways in which halow employees must work to minimise the risk of passing on the COVID-19 virus at work. Clearly, this relies on us all following the guidelines.

You may choose to take further precautions on top of those outlined. Please identify anything to your line manager and those you work with. If it requires extra PPE / equipment, please also speak to your line manager in advance of coming to the office so that we can discuss and arrange.

Related documents:

Please note that this risk assessment covers people returning to working at the halow office. Previous work shared on those who need to shield at this time, related contact with family, etc. is not included in this form.

Other areas of work at halow are / will be covered by separate risk assessments

Please note:

Although many risks here have been managed down to a 'low' level, this does not mean there is no risk. Working from home is still very likely to have an even lower risk for most people.

Risk Assessment Form

Hazard and related information	Unmanaged risk rating	Risk Control Measures	Risk Rating
<p>Before coming to work</p> <ul style="list-style-type: none"> • Displaying COVID-19 symptoms • you live with someone displaying COVID-19 symptoms • awaiting COVID-19 test results • you've tested positive for COVID-19 	High	<ul style="list-style-type: none"> -Staff must not come to work - staff must comply with government and PHE guidelines around self-isolation and testing, where applicable. -Staff should either work from home or follow the sickness policy; whichever they feel is appropriate 	low
<p>Before coming to work Identified as a genuine risk of developing symptoms under 'track and trace' (contacted by NHS Track & Trace service)</p>	Medium	<ul style="list-style-type: none"> -Staff are required to contact Preeti via email by 12 noon every Friday confirming their working arrangements for the following week to ensure:- <ol style="list-style-type: none"> a) we can manage and comply with office working limitations; and b) retain a temporary record of employee shift patterns for 21 days to assist NHS Test and Trace with requests for that data if needed. This could help contain clusters or outbreaks. -It sometimes necessary to come to work at shorter notice. When this is the case, the same procedure should be followed and in addition all office-based staff should also be contacted by email. -Staff should first be familiar with the parameters of 'track and trace' in regard to the likelihood of the virus transferring to you based on the contact you have had with the infected person. This can be discussed with line manager / HR. -Staff members should work from home. <p><i>Please note, if there is a confirmed halow employee case of COVID-19, the same track and trace parameters will be used- for example, it does not immediately apply to all employees.</i></p>	low
<p>Travel to work</p>	Medium	<ul style="list-style-type: none"> -Staff should take necessary precautions to socially distance and maintain good hygiene on any form of transport, to protect themselves and their colleagues. - Staff should adhere to government guidance around face coverings / masks whilst travelling on public transport. -As a precaution, please do not 'lift-share' if you drive to work 	low

Driving at work	medium	Driving yourself presents no additional risk, but please avoid sharing vehicles.	low
Arriving and leaving the office	medium	<p>We recognise the increased risk presented by having 1 door that all staff must arrive and leave through.</p> <ul style="list-style-type: none"> -A wall mounted hand sanitising station will be present in the entrance foyer. -All staff (and any visitors) should use this on arrival, reducing and risk of transferring the virus. -All staff (and any visitors) should use this on leaving the office, reducing the risk of transferring the virus to the front door on exit. -The front door and buzzer will also be regularly cleaned (see hygiene section). -Staff numbers at the office will remain limited, and the halow office team is small. As such there is no need to stagger arrival times, use floor markings, etc. 	low
<p>At work</p> <p>If you or another person falls unwell whilst at work with symptoms of COVID.</p>	Medium	<p>We can minimise the risk of an outbreak of COVID at halow by following the measures in 'Before coming to work' section above. However, if any person attending the halow offices becomes unwell during the day please follow these steps:-</p> <ul style="list-style-type: none"> • tell your Line Manager and HR Manager immediately and go home • avoid touching anything, and wash your hands regularly • 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 • use a separate bathroom from others, if possible • avoid using public transport to travel home, if possible • The minimum PPE to be worn for cleaning an area after a person with symptoms of or confirmed COVID-19 has left the setting possible is disposable gloves and an apron. Wash hands with soap and water for 20 seconds after all PPE has been removed. • Follow detailed decontamination guidance on gov.uk around cleaning and waste disposal. • The Directors and HR Manager need to be notified immediately of any suspected or confirmed cases of COVID so that onward reporting to Public Health England can be managed. 	low
Maintaining social distancing	medium	<p>All staff should maintain the recommended 2 metre distance wherever possible.</p> <ul style="list-style-type: none"> -Workstations will not be used, unprotected, if workers are then less than 2 metres apart. -Staff numbers are currently limited to 4 people per floor to maintain social distancing. As such, staff must continue to share when they are coming to the office so that we can maintain this. -For reference, if passing / in limited contact with someone, guidelines indicate 1m distance can be used. 	low
	medium	We recognise the higher risk presented by our 3 floors with related doors.	low

<p>Moving around the office</p> <p>-Internal doors</p>		<p>-There will be a hand sanitising station on the outside and inside of each floor's access doors. These should be used when arriving or leaving each office floor to reduce the risk of transferring the virus.</p> <p>-People should not pass in doorways, to maintain social distancing.</p> <p>-Internal doors handles are included on the daily cleaning checklist.</p> <p>-Limiting movement around the office will also help</p>	
<p>Moving around the office</p> <p>-Staircases</p>	<p>medium</p>	<p>We recognise the higher risk presented by our staircases.</p> <p>-Nobody should pass on a staircase. People will need to go back up or down to avoid this, and thus maintain the recommended 2m social distancing guidelines.</p> <p>-Once you get to the floor you are heading too, you should then use the hand sanitising station, as detailed above.</p> <p>-Staircase handrails are included on the daily cleaning checklist.</p> <p>- Wadham Isherwood (occupants of second floor office suite) undertake to follow social distancing guidelines in common parts and sanitise common parts above the first floor.</p>	<p>low</p>
<p>Office</p> <p>-Meeting rooms</p>	<p>Medium</p>	<p>Where possible all face-to-face meetings should be avoided and instead conducted remotely via web-assisted apps or telephone.</p> <ul style="list-style-type: none"> - Where a face-to-face meeting cannot be avoided please:- <ul style="list-style-type: none"> a. consider if an outdoor meeting is feasible, or if not; b. ensure the meeting room is booked in advance to prevent double booking; b. ensure participants can adequately adhere to 2m social distancing rules; c. open windows to assist with ventilation d. the meeting room is sanitised after use 	<p>low</p>
<p>General hygiene</p>	<p>medium</p>	<p>In addition to the specific measures listed, staff must maintain good hand hygiene.</p> <p>-Use sanitising stations as detailed</p> <p>-Wash hands regularly for the recommended 20 seconds, and particularly when moving around the office</p> <p>- follow catch it, kill it, bin advice for tissues</p> <p>- follow halow's 'COVID working in office guidelines' which clearly details office working procedures.</p> <p>- Where office radios are in use, refrain from playing music or broadcasts that may encourage shouting, including playing at a volume that makes normal conversation difficult. This is because of the potential for increased risk of transmission, particularly from aerosol transmission.</p>	<p>low</p>

Toilet facilities	medium	<p>Single occupancy toilets carry a lower risk than toilet areas with multiple users at one time.</p> <ul style="list-style-type: none"> -Please continue to maintain good hygiene when using the toilets. Signage remains in this regard. -Hand towels have been provided for use, please dispose of in the silver flip lid bin provided (the bins are exclusively to be used for the disposal of hand towels and antibacterial wipes). -located in cupboards under sinks are antibacterial sprays and wipes, after each visit to W/C please sanitise the toilet flush, taps, door handle/lock & record using your personal dry wipe pen. -Alteration to standard practice, Wadham Isherwood employees (and visitors) (occupants of second floor offices) to exclusively use second floor W/C, halow employees (and visitors) to exclusively use basement and first floor toilets. 	low
<p>Kitchen facilities and rest areas</p> <p>3 x kitchenettes</p> <p>1 x communal area, ground floor</p> <p>1 x communal area, basement</p> <p>1 x terrace</p>	medium	<ul style="list-style-type: none"> -Maintain social distancing in all areas -Thoroughly clean up and wipe down anything you have used / touched record the same using your personal dry wipe pen on the daily cleaning checklist in relevant kitchen area. -kitchen sinks will have paper towels, for single use and to be thrown away immediately. -Formalised staggered break times are not necessary at this time. This can be self-managed - where possible take your lunch break in the open air e.g. the terrace or outside of the office. 	low
Desk spaces	medium	<ul style="list-style-type: none"> -As above, desk spaces used must allow workers to be 2 metres apart, if the workspace is unprotected -People should not use another worker's computer. -Hot-desking to be avoided where possible. If it is required, people must be able to work with their own laptop / equipment. Please sanitise and wipe down desk space and equipment at the end of any hot desking session. -Offices are to be cleaned once per week by cleaning contractor. - Staff are asked to sanitise and wipe down their own desk spaces and equipment daily (daily cleaning checklist). 	low
Waste management	low	<ul style="list-style-type: none"> -Any staff member coming to the office should empty their own waste bin into the main lidded bin on their floor at the end of each day. No rubbish / washing up to be left on or around desks after worker has left. -Main bins should be put out for collection every Tuesday and Friday. This should be done where possible by someone on the floor, but is also included on the daily cleaning checklist (Note: Recycling should still be collected on Thursdays) -Preeti will be responsible for regularly checking and emptying the silver flip lid bins which are exclusively for the disposal of used hand towels and antibacterial wipes. 	low
Deliveries	low		low

		<p>All delivery drivers should not enter the building, and they are likely to have their own guidelines not to.</p> <ul style="list-style-type: none"> -Deliveries should be left outside and collected immediately (unless lone working and the delivery would pose another significant risk i.e. bulky/heavy items unable to lift/manual handle). -Wash your hands as per guidance after handling a delivery. -Personal items can only be delivered with authorisation. 	
Visitors	medium	<ul style="list-style-type: none"> -Only essential visitors are to come to the office. -No halow young people should currently come to the office or be granted access if they do. -Any visitor must be given a copy of this risk assessment to preferably to read in advance but where not possible on arrival. Confirmation should be sought that they will be able comply with the risk assessment provisions, any issues identified, please refer to HR and Directors for further assistance. -Visitors should be asked to sanitise their hands at the entry door. -Unannounced visitors should not be let in until their reason for coming is established. -Preeti will sign visitors in and out of the visitors book to prevent multiple users contaminating visitor pen. 	low

Please also note that all wellbeing and support services remain in place for staff at this time.

<https://www.nhs.uk/oneyou/every-mind-matters/coronavirus-covid-19-staying-at-home-tips/>