1. INTRODUCTION ................................................................................................................................. 2
2. REDUCING THE SPREAD OF COVID-19 .......................................................................................... 2
   2.1. Hierarchy of Control ..................................................................................................................... 3
   2.2. Travelling To/From Work ............................................................................................................ 4
   2.3. Social Distancing .......................................................................................................................... 4
   2.4. Cleaning Regimes ........................................................................................................................... 4
   2.5. Personal Protective Equipment (PPE) ............................................................................................ 4
   2.6. Face coverings ............................................................................................................................... 5
   2.7. ‘NHS Test and Trace’ .................................................................................................................... 5
   2.8. Fitness to work on site .................................................................................................................... 5
   2.9. People at higher risk from coronavirus ........................................................................................ 5
   2.10. COVID-19 Case Management ................................................................................................... 5
   2.11. Testing Availability ...................................................................................................................... 6
   2.12. Response to Reported Cases ...................................................................................................... 6
   2.13. Cleaning Requirements following a reported case at work ....................................................... 7
Appendix 1: COVID-19 Site Risk Assessment – St Antony’s College .................................................... 8
Appendix B: At Risk Groups – UK Government definitions as at 3 September 2020 ............................. 18
1. INTRODUCTION
The impact of the coronavirus pandemic on the College is being overseen by the College Bronze Group, constituted of members of MET and relevant SAOs. The College Bronze Group meets as necessary to consider relevant business and will consider matters via email where appropriate to do so. The pandemic is dynamic in nature and the College needs to retain its agility to respond in a timely and appropriate manner that is compliant with Government guidance and our own risk assessments to the events that may unfold.

During the Long Vacation 2020, the College established the Return to Site Working Group, a sub-group of MET, to oversee the return to on-site working. It has established three principles to govern the return to site, as follows:

- *Is it essential?* The manager will be asked to propose, and the Bursar to agree, a return to site for each individual, ensuring equity among staff.
- *Is it safe?* A risk assessment will be completed by the manager (supported by appropriate guidance) and submitted to HR.
- *Is it agreed?* The Bursar, Domestic Bursar and HR Manager will be required to agree the return to site.

The group will continue to operate as needed to oversee on-site working.

This document sets out the overarching guidance on how the College will manage on-site working by implementing measures to limit the spread of COVID-19. It identifies a number of practices that will be considered and implemented as necessary during the risk assessment process. A completed Risk Assessment (RA) for the site is provided at Appendix A.

This overarching guidance should be read in parallel with the College’s Safety Guide for Staff and Fellows, the HR Guide for Managers and, if applicable, the specialist risk assessment that may apply to your area of work.

2. REDUCING THE SPREAD OF COVID-19
The following paragraphs outline the measures that are being assessed to ensure all reasonably practicable protocols are in place to limit the spread of COVID-19. New variants of COVID-19 continue to emerge, and it is expected that further new variants will develop over time. The medical advice received is that the new variants developed to date are transmitted in exactly the same ways as the first form of the virus, and that the same control measures therefore apply. Nevertheless, the site RA will be reviewed periodically. The Bursar and Domestic Bursar will ensure there is a suitable implementation plan to address the outcome of the site RA. The site RA follows the checklist principle outlined in the government’s sector guidance.

In line with the Government’s guidance, the aim of the site RA is to do everything reasonably practicable to minimise the risks, recognising we cannot completely eliminate the risk of COVID-19 while people are working in and around our buildings. Also, that it will not always be possible to keep a distance of 2m in certain spaces that may be designed for close-proximity collaboration. In all cases though, a hierarchy of control will be considered (see 2.1 below).

The RA has been shared with staff and Fellows so that they understand the reasoning behind the identified control measures. Feedback is welcome. A webpage has been created so that all those involved in College life are able to view the guidance and the plans in an accessible and transparent manner. The final decision for the RA sits with the Warden, and if individuals have continuing concerns these should be raised through their line manager.

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The RA will be reviewed on a regular basis to ensure it is (a) effective, (b) appropriate to the number of work activities that are authorised and (c) reflects the UK government’s guidance at the time of review.

Those individuals who are returning to site will be given appropriate guidance by their manager, who will use the HR Guide for Managers for this purpose, and they must read and adhere to the Safety Guide for Staff and Fellows. This will help implement the identified measures, as well as assuring staff and students that the spread of COVID-19 can be reasonably managed.

University guidance will be used to inform the College’s plans as appropriate.

2.1. Hierarchy of Control

COVID-19 is airborne. This means that it is spread by aerosols suspended in the air. Aerosols are tiny liquid particles from the respiratory tract that are generated when someone exhales, talks, or coughs, for example. They float in the air and can contain live viruses, such as measles and chickenpox. Both are examples of highly infectious diseases classed as airborne because they are known to spread by aerosols.

This is different from illnesses such as influenza, which are thought to spread primarily through larger respiratory droplets. These do not float as easily and are more likely to fall to the ground within 1-2 m of the source.

How COVID spreads has been one of the most debated questions of the pandemic. The WHO have only in May 2021 updated their guidance to confirm that COVID is airborne.

The basis of all working plans will be to reduce COVID-19 transmission between individuals by applying the requirements and guidance set out by the UK Government. The following hierarchy of control will be applied:

1. Individuals must not work on site if experiencing COVID-19 symptoms.
2. Individuals must not work on site if they or anyone else in their household is self-isolating.
3. Every possible step must be taken to facilitate working from home.
4. Only essential and approved activities must take place on site.
5. Meetings must take place virtually wherever possible.
6. Where indoor spaces are shared, windows and doors should be opened to ensure good ventilation.
7. Face coverings should be worn in all indoor shared spaces.
8. The Public Health England guidelines on social distancing must be followed, including, where possible, maintaining a 2 metre distance from others. Specifically:
   i. Individuals must be regularly reminded to maintain good personal hygiene e.g. washing hands with soap and water or hand sanitiser often for at least 20 seconds.
   ii. Cleaning regimes must be enhanced to ensure contact points that are touched regularly are periodically cleaned and procedures in place to reasonably clean down areas or surfaces if an individual who has been in work, reports symptoms.
   iii. Where the 2m distance cannot be maintained, especially for periods longer than 15mins, then additional measures will be adopted, such as:
      8.iii.1. Keeping the activity time involved as short as possible
      8.iii.2. Using screens or barriers to separate people from each other
      8.iii.3. Using back-to-back or side-to-side working (rather than face-to-face) whenever possible
      8.iii.4. Reducing the number of people each person has contact with by using “fixed teams or partnering” (so each person works with only a few others)
      8.iii.5. Increasing the frequency of hand washing and surface cleaning in that localised area.
iv. If after the above measures have been fully assessed, there is still considered to be a residual risk and the task is essential and can only be performed on site, then the use of appropriate personal protective equipment will be adopted.

2.2. Travelling To/From Work
The Health and Safety at Work Act, 1974 etc. does not normally extend to the area of commuting to and from a routine place of work. However, as the management of COVID-19 relies on implementing measures to limit the potential spread, it is reasonable to consider what changes in work practice might be adopted to support staff in these areas. Staff should discuss their travel plans with their line manager as part of a return to work discussion and are asked to follow UK Government travel advice when travelling to and from work.

2.3. Social Distancing
In certain locations, the ability to maintain a 2m distance may be difficult. If this is for short periods, such as passing people in corridors or rooms, then the risk of exposures should be minimal. Even so, the maximum distances possible between people should always be maintained.

In those areas where the 2m distance cannot be easily maintained, and this could extend for periods longer than 15mins, then specific measures may be required. The College’s RA outlines some specific arrangements in key areas such as the Lodge. Screens have been installed throughout the site and the University policy on the wearing of face coverings in shared indoor spaces must be adhered to.

2.4. Cleaning Regimes
Public Health England indicate it is necessary to frequently clean and disinfect objects and surfaces that are touched regularly, using standard cleaning products. Existing cleaning regimes have therefore been reviewed to identify where additional cleaning might be necessary, especially where frequent contact by different people is possible. This includes, but is not limited to:

- Door handles
- Light and power switches
- Security access controls or lift buttons
- Toilet and handwashing facilities, particularly regular removal of waste items
- Shared items of equipment, including photocopiers and printers.

Staff, Fellows and students will be asked to wipe down their own equipment or areas at regular intervals throughout the day, especially for sensitive or frequently touched items. Anti-viral sprays and wipes are provided for this purpose. Individuals will also be asked to declutter spaces, as far as possible, to help with any enhanced cleaning regime, including by maintaining a clean and clear desk.

2.5. Personal Protective Equipment (PPE)
Personal Protective Equipment (PPE) protects the user against health and safety risks at work. It can include items such as safety helmets, gloves, eye protection, high-visibility clothing, safety footwear and safety harnesses. It also includes respiratory protective equipment, such as face masks.

Where PPE is already used for an existing (non-COVID-19) work activity, this must be used as per normal procedures.

For COVID-19, the hierarchy of control outlined in section 2.1 must be applied, as the principles of working at home wherever possible, staying 2m away from each other in the workplace, if at all possible and enhanced cleaning and hygiene protocols are the most effective ways of minimising the spread of COVID-19.

However, when completing individual RAs, specific activities or locations may be identified that require specific types of PPE. This assessment must again be done in line with the hierarchy of control in section 2.1.
Where a risk assessment identifies a need for PPE, this will be provided by the manager to the individuals concerned, along with information and instruction on their correct use, fitting, and disposal.

2.6. Face coverings
The University has introduced a face coverings policy which means that face coverings must be worn in the college in shared indoor spaces.

A face covering can be very simple and just needs to cover the mouth and nose. The College will supply every member of staff and every Fellow with two washable face coverings. In using these, please remember that you must:

- Wash their hands thoroughly with soap and water for 20 seconds or use hand sanitiser before putting a face covering on, and after removing it.
- When wearing a face covering, avoid touching your face or face covering, as this could contaminate the covering with germs from your hands.
- Change your face covering if it becomes damp or if you have touched it.
- Continue to wash your hands regularly.
- Change your face covering daily.
- If the material is washable, wash in line with manufacturer’s instructions. If it is not washable, dispose of it carefully in your usual waste at home.
- Practise social distancing wherever possible.

2.7. ‘NHS Test and Trace’
The College will make use of the ‘NHS Covid-19 app’ for the purposes of Test and Trace on site, and printed posted are displayed throughout the College. All users of the site (Fellows, staff, visitors, students) are asked to use the ‘scan in’ each day on arrival at the College.

2.8. Fitness to work on site
Where essential work is identified, then the required staff will be contacted by their respective manager and invited to come back to work via a risk assessment based process in order to identify those who may have vulnerabilities as defined by current Government guidance. This enables both the manager and the employee to establish if the employee may be in a vulnerable group without divulging their personal medical information and whether any restrictions to them returning to work would apply.

2.9. People at higher risk from coronavirus
Those at high risk (clinically extremely vulnerable) from coronavirus (COVID-19) were advised to take extra steps to protect themselves until 1 August 2020. This was called shielding.

There are four main groups of people who were considered to be at higher risk. These are set out in Appendix C.

In England, the risk of getting coronavirus is now low enough that individuals are no longer advised to shield.

2.10. COVID-19 Case Management
The following information is provided to set out the response you should take if you develop symptoms.

<table>
<thead>
<tr>
<th>Covid-19 Symptoms</th>
</tr>
</thead>
</table>
| The most common symptoms of coronavirus (COVID-19) are:
| • a high temperature – this means you feel hot to touch on your chest or back (you do not need to measure your temperature) |

- **a new, continuous cough** – this means coughing a lot for more than an hour, or 3 or more coughing episodes in 24 hours (if you usually have a cough, it may be worse than usual)
- **a loss or change to your sense of smell or taste** – this means you’ve noticed you cannot smell or taste anything, or things smell or taste different to normal.

### Symptom Advice

If you have any of the main symptoms of coronavirus:

1. Get a test to check if you have coronavirus as soon as possible.
2. Stay at home and do not have visitors until you get your test result – only leave your home to have a test.

Anyone you live with, and anyone in your support bubble, must also stay at home until you get your result.

#### 2.11. Testing Availability

**How do I Access Testing?**

The University’s in-house COVID-19 testing service is open to all staff of the University and colleges, providing rapid access to free symptomatic (PCR) testing if they think they have coronavirus symptoms (minor or major). If you have symptoms of coronavirus, please inform the College via easresults@sant.ox.ac.uk and see the University’s Early Alert Services webpages.

The main advantages of the University service are that: a) the swab will be done by someone trained and experienced in swabbing, so the result may be more accurate; 2) the College will be informed about the result, so can take rapid action to support you and protect others when necessary. You may also find that the University can offer you a more rapid and convenient appointment for testing. However, if accessing either of the University’s testing sites is difficult, you can ask for a test through the NHS website.

You can also now access asymptomatic testing (Lateral Flow Tests) via the University ([Symptom-free testing for COVID-19 | University of Oxford](https://www.ox.ac.uk/students/student-life/health-and-wellbeing/coronavirus/lab-testing/symptom-free-testing)) or via this Government website: [Order coronavirus (COVID-19) rapid lateral flow tests - GOV.UK (www.gov.uk)](https://www.gov.uk).

#### 2.12. Response to Reported Cases

**Employee Guidance**

If you or your household members (s) are displaying the symptoms you **must** follow this guidance

- If you are at home, stay at home
- If you are at work you must leave immediately and go home
- Contact your manager and easresults@sant.ox.ac.uk to advise them that you OR your household member have suspected symptoms of COVID-19
- **Seek a symptomatic (PCR) test via the instructions above**
- Whilst you wait for the test results you must stay at home
- If the test is negative and symptoms have ceased, you can return to work
- If the test is positive, you must continue to self-isolate as per Government guidance.

Currently it is unknown how long any immunity to COVID-19 might last. If staff become unwell again, they should self-isolate and may need to be tested again.

In all cases the individual must inform their line manager and easresults@sant.ox.ac.uk if they feel unwell with symptoms of coronavirus and leave work OR remain at home if feeling unwell. **Do not come to work if you have symptoms of coronavirus.** Sickness absence will be managed in line with the usual College policy.

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3 A support bubble is where someone who lives alone (or just with their children) can meet people from 1 other household.
Managers should not inform other team members of a member of staff who has symptoms or tests positive for coronavirus. Public Health England will advise and lead on track and trace if any individual associated with the College tests positive.

2.13. Cleaning Requirements following a reported case at work
Although COVID is airborne, the advice remains to ensure robust cleaning practices. Fortunately, normal cleaning methods kill the virus, and the infection risk from COVID-19 following contamination of the environment decreases over time. Studies of other viruses in the same family suggest that, in most circumstances, the risk is likely to be reduced significantly after 72 hours.
## Appendix 1: COVID-19 Site Risk Assessment – St Antony’s College

### Risk matrix used in risk assessment below

RR = residual risk

### 1. ASSESSMENT SUMMARY

<table>
<thead>
<tr>
<th>People Returning to On-site Working (status/numbers):</th>
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<tbody>
<tr>
<td>Agreed individually</td>
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<table>
<thead>
<tr>
<th>Location of work (Building and types of room / facilities expected to be in use):</th>
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<tr>
<td>Throughout the site as needed</td>
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<thead>
<tr>
<th>Activity Summary (Types of activities expected &amp; authorised to take place):</th>
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<tbody>
<tr>
<td>As agreed with individual staff</td>
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<table>
<thead>
<tr>
<th>Date of Assessment:</th>
<th>05.05.2020</th>
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<tbody>
<tr>
<td>Hazard</td>
<td>Risk</td>
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<tr>
<td>Working on site – general</td>
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<td>Contracting COVID-19</td>
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<td>Hazard</td>
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<td>19 – general</td>
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<td>Travel</td>
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<td>3</td>
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<tr>
<td>Staff wellbeing</td>
<td>4 x 4</td>
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<tr>
<td>Remote working</td>
<td>4 x 3</td>
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<tr>
<td>Hazard</td>
<td>Risk</td>
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<td>--------------------------------</td>
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<tr>
<td>Equality in the workplace</td>
<td>4 x 3</td>
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<tr>
<td>Coming to and leaving work</td>
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<tr>
<td>Hygiene</td>
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<td>Hazard</td>
<td>Risk</td>
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</table>
| Moving around buildings and worksites | 4 x 3 = 12 | • Reduce movement by discouraging non-essential trips within buildings and sites, for example, restricting access to some areas, and encouraging use of radios or telephones, where permitted, and cleaning them between use  
• Adjust booking processes to reduce the number of people in a work space at the same time to avoid overcrowding.  
• Reduce maximum occupancy for lifts, and provide hand sanitiser for the operation of lifts.  
• Ensure that people with disabilities are able to access lifts | 4 x 1 = 4 | Individual workers |
| Office spaces and workstations | 4 x  | • All layouts reviewed and changes implemented as below.  
• Use floor tape or markings to help people keep to a 2m distance | 4 x | Individual workers |
<table>
<thead>
<tr>
<th>Hazard</th>
<th>Risk</th>
<th>Control measures</th>
<th>RR</th>
<th>Persons at risk</th>
</tr>
</thead>
</table>
| 4 = 16 | • Only where it is not possible to move workstations further apart, use screens to separate people from each other and/or arrange for staff to work side by side or facing away from each other rather than face-to-face.  
• Ensure all workstations are assigned to an individual; no hot-desking.  
• Manage occupancy levels to maintain social distancing in areas with restricted space, for example, by adapting booking systems to limit usage.  
• Clean workstations and shared equipment and machinery, where it is feasible to do so.  
• Limit use of high-touch items and shared office equipment, for example, photocopiers and printers.  
• Naturally ventilate spaces will as much as possible whenever possible (open windows). | 1 = 4 | 4 |
| 4 x 4 = 16 | • Use videoconferencing technology, even within buildings, to help reduce the need for face-to-face contact.  
• Hold face-to-face meetings outdoors or in well-ventilated rooms whenever possible.  
• Set capacity limits on all meeting rooms.  
• Participants to sit side by side and facing forwards rather than face-to-face wherever possible, in line with government guidance.  
• Provide hand sanitisers in meeting rooms.  
• Only absolutely necessary participants should attend meetings and maintaining 2m separation throughout – chairs will be removed/taken out of action as necessary to enable this.  
• Avoiding transmission during meetings, for example, avoiding sharing pens and other objects.  
• For areas where regular meetings take place, use floor signage to help people maintain social distancing. | 4 x 1 = 4 | Individual workers |
<table>
<thead>
<tr>
<th>Hazard</th>
<th>Risk</th>
<th>Control measures</th>
<th>RR</th>
<th>Persons at risk</th>
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</thead>
<tbody>
<tr>
<td>Common areas</td>
<td>4 x 4</td>
<td>• Rooms will be cleaned in between use</td>
<td></td>
<td>Individual workers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Encouraged staff to remain on-site during breaks and, when not possible, to maintain social distancing while off-site</td>
<td>4 x 1</td>
<td>Individual workers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Managers to ask staff to stagger break times as needed to reduce pressure on breakrooms</td>
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<td>• Clearly mark dedicated areas for eating/drinking</td>
<td>4</td>
<td>Individual workers</td>
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<tr>
<td></td>
<td></td>
<td>• Ask staff bring their own refillable drinking bottles and coffee/mugs from home - drinking water/tea/coffee to be provided</td>
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<tr>
<td></td>
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<td>• Only sealed or disposable cups are to be used, unless an individual’s personal cup is used</td>
<td>4</td>
<td>Individual workers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Packaged take-away lunches will be provided in lieu of dining in Hall for as long as needed</td>
<td></td>
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</tr>
<tr>
<td>Access to site</td>
<td>4 x 3</td>
<td>• All non-essential visitors, contractors and workers should remain off-site, with work postponed or carried out remotely</td>
<td>4 x 1</td>
<td>Individual workers, contractors, visitors, delivery drivers, Lodge staff</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Managers/staff are asked to encourage visits via remote connection or remote working for visitors where this is an option</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>• Where possible, schedules for essential services and contractor visits will be revised to reduce interaction and overlap between people, for example, carrying out services at night</td>
<td>4</td>
<td>Individual workers, contractors, visitors, delivery drivers, Lodge staff</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• College guidance on safety measures on site during COVID-19 must be provided by the person engaging the contractor/liaising with the visitor before arrival, for example, by phone, on the website, by email</td>
<td>4</td>
<td>Individual workers, contractors, visitors, delivery drivers, Lodge staff</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• A record of all visitors must be maintained</td>
<td>4</td>
<td>Individual workers, contractors, visitors, delivery drivers, Lodge staff</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Drivers will be asked to leave packages in delivery areas if the load will allow and clean hands before unloading goods and materials</td>
<td>4</td>
<td>Individual workers, contractors, visitors, delivery drivers, Lodge staff</td>
</tr>
<tr>
<td>Hazard</td>
<td>Risk</td>
<td>Control measures</td>
<td>RR</td>
<td>Persons at risk</td>
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<td>--------------------------------------------</td>
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</tr>
<tr>
<td>Hazard</td>
<td></td>
<td><strong>Control measures</strong></td>
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<tr>
<td></td>
<td></td>
<td>• Ask all visitors to wash/sanitise hands on entering site, with appropriate facilities provided and signage to serve as a reminder</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>• All those working on site to use the NHS Test and Trace QR codes to scan in on arrival</td>
<td></td>
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</tr>
<tr>
<td>Risk assessing the need and use of PPE and face coverings</td>
<td>4 x 3 = 12</td>
<td>• Department Heads to review the hierarchy of control for identifying under which specific circumstances PPE might be required, noting the limitations for use of PPE as a general means of controlling COVID-19.</td>
<td>4 x 1 = 4</td>
<td>Lodge, Catering and Housekeeping staff – and others as identified by specific RAs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• The Domestic Bursar will identify those specific circumstances where PPE is required as a result of this or other risk assessments, including the specific types of PPE that will be provided</td>
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<tr>
<td></td>
<td></td>
<td>• Face coverings to be used in shared indoor spaced in line with University policy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Requirement for communications and training</td>
<td>4 x 3 = 12</td>
<td>• Signed copies of this RA will be published on the website.</td>
<td>4 x 1 = 4</td>
<td>Individual workers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• This RA will be reviewed in light of changing Government guidance.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• The College will provide clear, consistent and regular communication to improve understanding and consistency of ways of working.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• The College will develop materials to support workers prior to returning to site, especially around new procedures for arrival at work.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accidents, Security and Other Incidents</td>
<td>4 x 3 = 12</td>
<td>• In an emergency, fire for example, people do not have to stay 2m apart if it is unsafe to do so. Social distancing should be maintained if possible.</td>
<td>4 x 1 = 4</td>
<td>Individual workers, First Aiders</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• First Aiders and those involved with providing assistance to others should pay particular attention to sanitation measures immediately afterwards, including washing hands.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### 2. RESIDUAL COVID-19 RISK MANAGEMENT

_Taking all the above into account, the following residual risks remain, with appropriate action items identified (outline):_

<table>
<thead>
<tr>
<th>HAZARD (Cause and consequences)</th>
<th>AFFECTED GROUPS</th>
<th>EXISTING CONTROLS (If any in place)</th>
<th>RISK</th>
<th>FURTHER ACTION (If necessary)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of compliance by staff, Fellows, students and visitors/contractors</td>
<td>Individual workers</td>
<td>As set out above</td>
<td>4 x 3 = 12</td>
<td>Further actions will be identified if lack of compliance appears to be an issue as the number of people on site increases</td>
</tr>
<tr>
<td>Large number of staff within a team, or critical individuals within a small team, may become unwell due to COVID-19 or required to self-isolate due to experiencing coronavirus symptoms</td>
<td>Individual workers. Depending on where any sickness might arise, there could be an impact on College operations in a range of different areas, which may in turn impact on others e.g. students</td>
<td>As set out above</td>
<td>3 x 2 = 6</td>
<td>Department Heads will consider potential impact on their area, and possible mitigating actions</td>
</tr>
<tr>
<td>Managers do not follow the guidance given to keep in regular contact with their staff or monitor their wellbeing, and/or do not report any concerns to HR</td>
<td>Individual workers</td>
<td>Weekly emails, HR Guide for Managers</td>
<td>4 x 3 = 12</td>
<td>Bursar/HR Manager to discuss with managers as appropriate and develop further guidance and/or different email communications as needed</td>
</tr>
</tbody>
</table>

### 3. MANAGING EXISTING RISKS

**Are additional control measures required in any areas:** YES

**Further information**

Domestic Bursary departments, Centres and Libraries are to review their own areas and provide a specific risk assessment for their staff as needed. Additional control measures, including possible consequences/mitigations of reduced staffing levels, will be tackled in individual RAs.
<table>
<thead>
<tr>
<th>4. WARDEN/BURSAR APPROVAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Bursar Signature:</strong></td>
</tr>
<tr>
<td>(undertaking review)</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td><strong>Date of Review:</strong></td>
</tr>
<tr>
<td>5 May 2021</td>
</tr>
<tr>
<td><strong>Review Comments:</strong></td>
</tr>
<tr>
<td>TO BE REVIEWED AS REQUIRED</td>
</tr>
</tbody>
</table>
### Group 1 - High risk (clinically extremely vulnerable)

<table>
<thead>
<tr>
<th>People with the following conditions are automatically deemed clinically extremely vulnerable:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• solid organ transplant recipients</td>
</tr>
<tr>
<td>• people with specific cancers:</td>
</tr>
<tr>
<td>• people with cancer who are undergoing active chemotherapy</td>
</tr>
<tr>
<td>• people with lung cancer who are undergoing radical radiotherapy</td>
</tr>
<tr>
<td>• people with cancers of the blood or bone marrow such as leukaemia, lymphoma or myeloma who are at any stage of treatment</td>
</tr>
<tr>
<td>• people having immunotherapy or other continuing antibody treatments for cancer</td>
</tr>
<tr>
<td>• people having other targeted cancer treatments that can affect the immune system, such as protein kinase inhibitors or PARP inhibitors</td>
</tr>
<tr>
<td>• people who have had bone marrow or stem cell transplants in the last 6 months or who are still taking immunosuppression drugs</td>
</tr>
<tr>
<td>• people with severe respiratory conditions including all cystic fibrosis, severe asthma and severe chronic obstructive pulmonary disease (COPD)</td>
</tr>
<tr>
<td>• people with rare diseases that significantly increase the risk of infections (such as severe combined immunodeficiency (SCID), homozygous sickle cell disease)</td>
</tr>
<tr>
<td>• people on immunosuppression therapies sufficient to significantly increase risk of infection</td>
</tr>
<tr>
<td>• problems with your spleen, for example splenectomy (having your spleen removed)</td>
</tr>
<tr>
<td>• adults with Down’s syndrome</td>
</tr>
<tr>
<td>• adults on dialysis or with chronic kidney disease (stage 5)</td>
</tr>
<tr>
<td>• women who are pregnant with significant heart disease, congenital or acquired</td>
</tr>
<tr>
<td>• other people who have also been classed as clinically extremely vulnerable, based on clinical judgement and an assessment of their needs. GPs and hospital clinicians have been provided with guidance to support these decisions.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Advice</th>
</tr>
</thead>
<tbody>
<tr>
<td>During the national lockdown that started on Tuesday 5 January, you are strongly advised to work from home because the risk of exposure to the virus in your area may currently be higher. If you cannot work from home, then you should not attend work.</td>
</tr>
</tbody>
</table>

### Group 2 - Moderate risk (clinically vulnerable)

<table>
<thead>
<tr>
<th>Patients at moderate risk of coronavirus (COVID-19) include people who:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• are 70 or older</td>
</tr>
<tr>
<td>• have a lung condition that’s not severe (such as asthma, COPD, emphysema or bronchitis)</td>
</tr>
<tr>
<td>• have heart disease (such as heart failure)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Advice</th>
</tr>
</thead>
<tbody>
<tr>
<td>If you’re at moderate risk from coronavirus, it’s very important to follow social distancing advice to reduce your chances of catching or spreading the virus.</td>
</tr>
</tbody>
</table>
- have diabetes
- have chronic kidney disease
- have liver disease (such as hepatitis)
- have a condition affecting the brain or nerves (such as Parkinson’s disease, motor neurone disease, multiple sclerosis or cerebral palsy)
- have a condition that means they have a high risk of getting infections
- are taking medicine that can affect the immune system (such as low doses of steroids)
- are very obese (a BMI of 40 or above)
- are pregnant – see advice about pregnancy and coronavirus.

<table>
<thead>
<tr>
<th>Group 3 – Pregnancy</th>
<th>Current Government guidance (9 January 2021) states:</th>
</tr>
</thead>
</table>
| Pregnant women with no underlying health conditions. | - There’s no evidence that pregnant women are more likely to get seriously ill from coronavirus.  
- But pregnant women have been included in the list of people at moderate risk (clinically vulnerable) as a precaution.  
- This is because pregnant women can sometimes be more at risk from viruses like flu.  
- It’s not clear if this happens with coronavirus. But because it’s a new virus, it’s safer to include pregnant women in the moderate-risk group.  
- It may be possible for you to pass coronavirus to your baby before they are born. But when this has happened, the babies have got better.  
- There’s no evidence coronavirus causes miscarriage or affects how your baby develops in pregnancy. |

A New & Expectant Mothers risk assessment should be carried out or reviewed as per College requirements.