



Children in school,
ready to learn

General Risk Assessment - all sites and employees - in line with guidance from Peninsula

NOTE

This document outlines the areas of risk addressed with all our employees and their individual workplaces - approx 75% of our employees work in a school or education setting and those settings are completing their own risk assessment. For this reason, whilst we are publishing this summary document, we have carried out individual Risk Assessments for every individual employee not based at our Head Office and ensured that those employees based in schools or education settings are aware of and understand their setting specific risk assessment too.

In addition, SHS has recognised the importance of regular communication with all employees to share updates related to government guidance as well as reminders on support available for individual personal health and wellbeing.

Risk Assessor: Assigned role	Date of Assessment: 22 May 2020	Line Manager: Employee line manager
Task or Process: Risks from Coronavirus	People at Risk: SHS Employees, School staff, Visitors, Members of the Public (pupils / families)	
Risk Assessment Reference: Post Government UK Government COVID-19 recovery strategy (click here) and Government guidance to schools and nurseries for implementing protective measures (click here)		
Date of next review: 1st Sept 2020 however line manager to regularly follow up as part of normal Supervision to ensure any new risks are added to the last page until next formal review date.		



Children in school,
ready to learn

General Risk Assessment - all sites and employees - in line with guidance from Peninsula

Summary of communications and duties for Risk Assessor

Person responsible	Statement
Risk Assessor	Risk Assessment received from school/setting and filed in folder
Risk Assessor	Risk Assessment feedback received from SHS practitioner / employee
Risk Assessor	Setting specific Risk Assessment was adjusted and completed to reflect the school/setting risk assessment and SHS practitioner / employee feedback
Risk Assessor	Setting specific Risk Assessment was filed in folder

Summary of communications and duties for Line Manager

Person responsible	Statement
Line Manager	Setting specific Risk Assessment was reviewed and adjusted as needed by line manager to include any additional known hazards and control measures
Line Manager	Copy of Setting specific Risk Assessment and setting supplied Risk Assessment both shared with SHS practitioner / employee for their review and understanding
Line Manager	Follow up with SHS practitioner / employee to ensure understanding of Risk Assessment contents and to identify any additions for inclusion
Line Manager	Follow up with SHS practitioner / employee in Supervision meetings to identify any areas of concern regarding working practice during COVID-19 workplace measures
Line Manager	To review the Risk Assessment by 1st September 2020 and adjust as needed
Line Manager	To share any adjustments to Risk Assessment with SHS practitioner / employee and ensure understanding



Children in school,
ready to learn

General Risk Assessment - all sites and employees - in line with guidance from Peninsula

Hazard (hazard and hazard description):

Uninformed staff - Staff who are not fully aware and understanding of the procedures and arrangements we have put in place to work within Government Policy on essential working could compromise our arrangements and jeopardise the health of others.

Control Measures (existing):

1. Specific procedures and measures to reduce the risk of spreading Coronavirus have been prepared as part of the Risk Assessment shared by the school / setting
2. School / setting supplied Risk Assessment has been shared with SHS Employee by Risk Assessor and line manager will follow up as part of supervisions sessions with SHS Employee
3. DfE or NHS and Public Health warning posters displayed throughout the premises.
4. Every member of staff has been fully briefed to ensure that they are aware of the hazards and risks and understand the rules and procedures put in place to minimise risk.
5. SHS Employee is aware of the need to follow safe working practices in line with this risk assessment. These are based on NHS, Public Health and Government guidance and instruction. They are updated as required by the school / setting and communicated with school based staff so that Employees can update line managers as part of supervision to modify this Risk assessment and to ensure SHS Employee is following guidance.

Hazard (hazard and hazard description):

Passenger and goods lifts. The enclosed space within the lift creates a risk of potential contamination through coughing and sneezing and contact with internal surfaces and controls.

Control Measures (existing):

1. Lifts are subject to an increased level of regular routine cleaning and sanitising by contract cleaning staff who have been fully briefed and instructed by their own managers.
2. Staff are encouraged to use the staircase to get to the floor on which they work.
3. Staff encouraged to avoid using passenger lifts when a large amount of users are present.
4. Staff instructed to avoid using a fingertip to press buttons; instead to use the back of the knuckle to select the appropriate floor and to wash hands as soon as soon as possible after using a lift.
5. Staff instructed to face away from other users and avoid touching surfaces.



Children in school,
ready to learn

General Risk Assessment - all sites and employees - in line with guidance from Peninsula

Hazard (hazard and hazard description):

Food and drink preparation areas. Potential risk or transfer of virus through cross contamination.

Control Measures (existing):

1. Staff instructed to ensure that good hygiene standards must be maintained when food or drinks are being prepared.
2. Ensure that when spills of food or liquids occur they are cleaned straight away and work surfaces are left in a clean and sanitised condition.
3. Use their own drinking mugs and glasses to prevent cross contamination.
4. Keep their hands out of and not to touch food and waste bins or receptacles as they may contain contaminated products, food or tissues.
5. Wash their hands thoroughly before using these facilities.
6. Leave the microwave oven should be left in a clean condition and wiped out after use.
7. Put half eaten food products in a clean, sanitised, sealed wrapper, bag or container, if they are to be stored in the communal refrigerator.
8. To thoroughly wash crockery and cutlery after each use to put them away.
9. Clean tea towels are provided on a daily basis to ensure ongoing hygiene. Single use paper tissues are also provided.
10. A dishwasher is available and must be used to thoroughly clean crockery and cutlery.



Children in school,
ready to learn

General Risk Assessment - all sites and employees - in line with guidance from Peninsula

Hazard (hazard and hazard description):

Communal facilities, entrance, toilets, stairs, etc. Risk of cross contamination from equipment, surfaces etc. that may have been touched or otherwise contaminated by coronavirus and create a risk to health.

Control Measures (existing):

1. Contract cleaning services have been increased. Toilets and communal areas, along with workspaces, are cleaned more frequently than before and the cleaning routine is to a higher specification.
2. Supplies of soap and sanitising agents provided and regularly topped-up at all hand washing stations. NHS and Public Health hand washing advice posters displayed.
3. Staff instructed to clean their hands after using the toilet, by washing their hands with soap and water for at least 20 seconds.
4. Staff made aware that where welfare facilities are used during the working day, they must have an awareness of surfaces (toilets, sinks, door handles, soap, and soap dispensers, etc.) and objects which are visibly contaminated with bodily fluids must not be touched, but reported to a manager.
5. Staff instructed to ensure that the toilet seat is in the closed position before flushing to prevent aerosols becoming airborne and contaminating the facilities with potential pathogens.
6. Staff are required to ensure that coats, scarfs and other outdoor items are stored separately within coat cupboards avoiding contact with other people's personal items.



Children in school,
ready to learn

General Risk Assessment - all sites and employees - in line with guidance from Peninsula

Hazard (hazard and hazard description):

Waste. Ill-health as a result of the transfer of coronavirus and other pathogens through cross contamination after contact with waste (accidental or otherwise).

Control Measures (existing):

1. Staff are required to have consideration for contracted cleaning staff with regards to discarded tissues, food, etc. to prevent cleaning staff being accidentally contaminated.
2. All waste bins and receptacles are carefully and safely emptied daily by the contracted cleaning staff.
3. Staff instructed that disposable tissues should be used when coughing and or sneezing and put directly into a waste bin, preferably bagged, or pocketed and taken home.
4. Staff instructed to not put their hands directly into food waste or general waste bins or receptacles as they may contain contaminated products, food or tissues.
5. Waste bins are provided at employee desk areas and within kitchen areas.

Hazard (hazard and hazard description):

Smoking shelters. Inhalation of second hand tobacco smoke and or vapours from e-cigarettes may result in adverse coronavirus health effects.

Control Measures (existing):

1. Smoking tobacco or e-cigarettes is not permitted on site
2. Staff advised to maintain a 2m separation distance from others when smoking tobacco or e-cigarettes off-site or in a dedicated external smoking shelter.
3. Staff advised to avoid inhaling second hand tobacco smoke and vapour emitted from cigarettes and e-cigarettes from other persons. Although there is no evidence of transmission this is a precautionary measure.



Children in school,
ready to learn

General Risk Assessment - all sites and employees - in line with guidance from Peninsula

Hazard (hazard and hazard description):

Meeting rooms. Potential risk or transfer of virus on account of close contact with other persons.

Control Measures (existing):

1. Staff instructed that meetings in enclosed spaces such as conference and meeting rooms should only be undertaken when absolutely essential for business needs and kept as short as possible.
2. Staff using Conference and meeting rooms instructed to follow Govt advice and maintain a 2m separation distance.
3. Staff instructed that the same 2m distance rule must be applied to any meetings with clients or visitors.
4. Staff told to avoid physical contact with clients and visitors, such as handshakes, hugs, etc. and to give a polite explanation of this policy if required.

Hazard (hazard and hazard description):

Workstations, IT and telephony equipment. Direct contact with potentially cross contaminated workstations, IT or telephony equipment may cause adverse coronavirus health effects.

Control Measures (existing):

1. Staff instructed not to share phones, head sets and personal mobile phones with others to prevent accidental cross contamination.
2. Telephone equipment is deep cleaned at the end of each working day by the contracted cleaning staff.
3. Staff instructed that they should not use each other's IT equipment, to prevent accidental cross contamination.
4. Staff are instructed to ensure that their workstations, IT and telephony equipment, such as keyboards, screens, phones and headsets are cleaned and sanitised on a regular basis throughout the working day. Suitable wipes and cleaners that do not damage equipment are provided.



Children in school,
ready to learn

General Risk Assessment - all sites and employees - in line with guidance from Peninsula

Hazard (hazard and hazard description):

Close contact with others. Staff working on the premises may be at risk of exposure to other members of staff or visitors who are carrying coronavirus, knowingly or unknowingly.

Control Measures (existing):

1. Staff instructed to avoid close face-to-face contact or touching other employees, visitors, etc. and follow the 2m rule.
2. Physical contact, such as handshakes, hugs, pat on the back, etc. is to be avoided.
3. Where a distance of 2m cannot be achieved a face covering is to be worn that covers the nose and mouth.
4. Staff are required to be environmentally aware and sit out of the immediate air flow from fan heaters, cooling fans and or ventilation systems that could spread the virus. Where possible the use of such systems will be avoided.

Hazard (hazard and hazard description):

Vulnerable employees. Vulnerable employees with existing health conditions are at a higher risk of contracting COVID-19, which may have a significant increased adverse affect on their health and wellbeing.

Control Measures (existing):

1. In accordance with Government policy staff who are in the vulnerable and high risk categories are not allowed on the premises. They are either working from home or are furloughed.
2. Staff with family members in at risk categories have been instructed to inform their management team. Decisions on home working or furlough in accordance with Government policy are taken on a case by case basis.



Children in school,
ready to learn

General Risk Assessment - all sites and employees - in line with guidance from Peninsula

Hazard (hazard and hazard description):

Cleaning and hygiene. Inadequate cleaning and hygiene standards pose a risk of spreading infection by way of cross contamination from surfaces contaminated with the coronavirus.

Control Measures (existing):

1. Cleaning regimes have significantly increased and the frequency of cleaning of hard surfaces (floors, handrails, door handles, passenger lifts, building equipment buttons, switches, etc). Contract cleaning staff have been increased in line with the increased cleaning regimes.
2. Suitable disinfectant cleaning products are used by the contracted cleaning staff.
3. Sufficient hot water, liquid soap, disposable towels and hand sanitiser dispensers are provided throughout the building.
4. Staff are required to report anything contaminated or spilt that requires cleaning.

Hazard (hazard and hazard description):

Personal hygiene Poor personal hygiene standards pose a risk of passing or contracting the infection.

Control Measures (existing):

1. The importance of good personal hygiene has been explained to all staff. Particularly the need for regular thorough hand washing and the avoidance of touching eyes, nose or mouth, if their hands are not clean
2. Staff instructed to clean their hands frequently, using alcohol-based hand sanitisers or to wash their hands with soap and water for at least 20 seconds. Soap and gels are provided.
3. Staff instructed that any potentially contaminated clothing should be removed and placed in a suitable plastic bag or container.
4. Staff instructed that disposable tissues, should be used when coughing and or sneezing. Used tissues to be bagged and put into a bin or pocketed and taken home for safe disposal.