



Title: Risk Assessment Record

COVID-19 – Managing Safety for High Risk Staff Noted in Public Health England & Government ‘Disparities’ Group & Registered Clinically (& Highly Clinical) Vulnerable

Health & Safety
Risk Assessment Document

UCB-COVID19
Disparities RA001

Ref: <https://www.gov.uk/government/publications/covid-19-review-of-disparities-in-risks-and-outcomes>
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/908434/Disparities_in_the_risk_and_outcomes_of_COVID_August_2020_update.pdf

Objective: To support those who are at a higher risk of infection and/or an adverse outcome if infected. The Public Health England report 'Disparities in the risk and outcomes of COVID-19' (as referenced above) shows that some groups of people may be at more risk of being infected and/or an adverse outcome if infected. The higher-risk groups include those who:

- are older males
- have a high body mass index (BMI)
- have health conditions such as diabetes (see below)
- are from some Black, Asian or minority ethnicity (BAME) backgrounds

You should consider this in your risk assessment.

From 1st August, clinically extremely vulnerable individuals: <https://www.nhs.uk/conditions/coronavirus-covid-19/people-at-higher-risk/whos-at-higher-risk-from-coronavirus/> can return to their workplace providing COVID-secure guidelines are in place but should work from home wherever possible. If extremely clinically vulnerable individuals cannot work from home, they should be offered the option of the safest available on-site roles, enabling them to maintain social distancing guidelines (2m, or 1m with risk mitigation where 2m is not viable, is acceptable). It may be appropriate for clinically extremely vulnerable individuals to take up an alternative role or adjusted working patterns temporarily. As for any workplace risk you must take into account specific duties to those with protected characteristics, including, for example, expectant mothers who are, as always, entitled to suspension on full pay if suitable roles cannot be found. Particular attention should also be paid to people who live with clinically extremely vulnerable individuals.

Name of Assesse		Assessment Assessor	
Department / School, Work Location		This Assessment Date	
Line Manager / Supervisor		Next Planned Review Date?	
Disparity Group/Clinical Risk Concern: BAME group, Pregnant, Clinically Vulnerable, Diabetes, Age >60yrs?			

Q. Are there any specific circumstances or condition highlighted by a doctor that you should not work or have alternative work arrangements due to COVID-19?

Give details, if any:



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This document is to outline recommendations that should be followed by those persons listed in the ‘Disparities’ Group, with the aim of ensuring that the conditions of work contribute to a safe working environment based on government advice for COVID-19.

This risk assessment information is for the purpose of determining any additional hazards and risks likely to be experienced by the member of staff not already considered or being addressed by UCB in their responsible role of managing the risk for spread of the virus COVID-19.

A further assessment may be necessary to update and evaluate control measures applied through this assessment.

When carrying out a risk assessment, evaluate the hazards involved in the workplace and note whether the risk is high/medium/low.

Hazard - Identified Risk	Y/N N/A	Risk H/M/L	Control Measure Guidance	Assessor Comments / Adjustments Made	Re-Evaluated Risk H/M/L
Current post involves? Concerns: Unavoidable direct contact with other adults? Is there a need for face-to-face interaction? Unable to maintain social distancing? Touching of multiple surfaces? Other?			Can Staff work at home? Can the office be re-adjusted to allow for greater social distancing? Is there an alternative desk space/area to work? Can the office work times be moved to a more suitable shift pattern? Are there windows/doors (not fire doors) that can be opened to increase ventilation? Advise stringent government guidelines of distancing and regular hand washing and sanitising is to be adhered to; - washing hands is more effective than sanitising.		
Direct interaction: Could alternative work be undertaken at home or elsewhere across the campus (redeployment)?			Consider control measures above		



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Identified Risk	Y/N N/A	Risk H/M/L	Control Measure Guidance	Assessor Comments / Adjustments Made	Re-Evaluated Risk H/M/L
<p>PPE concerns: Government advises PPE is not required in an educational background or at work if safety guidelines can be followed, Concerns</p>			<p>Consider control measures above</p> <p>Advise that face coverings may be worn in the workplace although distancing is preferred, coverings are not recommended for teaching. Recommend increased hand washing & sanitising of hands.</p>		
<p>Sickness: Has the individual had any sickness in the past linked to a health condition listed as high risk connected with contracting COVID-19?</p>			<p>Consider control measures above</p>		
<p>Medical: Does a pre-existing medical concern have an impacts on respiratory morbidity?</p>			<p>Consider control measures above</p>		
<p>Testing: Is the individual aware of access to swab testing and the prioritising of at-risk groups and their family members?</p>			<p>Consider control measures above</p> <p>Inform the individual of the process for booking a swab test, - book on-line or call 119.</p>		



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Does the individual have any further particular concerns relating to the workplace and their safety due to COVID-19?

Summary of any Significant Risks/Concerns:	Observations / Agreed Control Measures to be Implemented

Signed:

Assesse:

Assessor:

Line Manager:

A copy of the completed assessment should be retained by the Line Manager and scanned copy sent to Human Resources. Any Staff relevant to assisting with control measures of this assessment are to be advised of any control measures agreed.