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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | **Wirral Youth Zone**  **Health & Safety**  **Risk Assessment** | | | | C:\Users\user\AppData\Local\Microsoft\Windows\INetCacheContent.Word\risk-assessment-matrix-template-crop 1.jpg | | | | |
| **Activity:** Opening & ongoing operations during a pandemic (Covid-19) | | | | **Location of activity:** Wirral Youth Zone | | | | | | |
| **Date of Risk Assessment:** 18/05/20 | | | | **Date of activity:** Ongoing | | | | | | |
| **Assessed By:** Naz Ault/Tom Dale/Clair Griffiths | | | | **Size of group:** N/A | | | | | | |
| **Other staff/volunteer:**  N/A | | | | **Age of group:**  N/A | | | | | | |
| **Hazards Identified** | **Person At Risk** | | **What precautions are in place** | **Likelihood** | **Severity** | | **Risk Level**  1-3 Low  4-9 Med  10-20 High | **Action Required To Reduce Risk**  *What you will do, or the conduct you will insist upon, to minimise any risk e.g. small groups, an adult in front and behind, a “Never Alone”, policy.* | **Timeframe**  *Time required to implement the actions to reduce the risk.* | |
| Spread of Covid-19 within sessions during a full lockdown. | All | | One session (bubble) only to be held within the youth zone at a time.  Sessions to be for vulnerable young people only with a maximum of 15 persons present plus staff allowed in the support group.  Support groups must be planned in advance and must not accept drop ins. (invitation Only)  121 support can be made available for drop ins, for the purpose of identifying vulnerable young people.  Please see **Appendix 1** | 3 | 4 | | 12 | All areas of youth zone to be deep cleaned after session has exited the youth zone.  Support groups can only take place if It is deemed necessary for young people to be physically present and must be by invitation only.  <https://nya.org.uk/wp-content/uploads/2020/11/Red-Readiness-Fact-Sheet.pdf>  Any room used for 121 support must be deep cleaned after any 121 support has ended.  There is no maximum staff number for 121 session for the purposes of welfare and safeguard needs. | Ongoing | |
| Spread of Covid-19 | All | | All persons aged 11+ Entering the Hive must wear a face covering while indoors, unless exempt.  Hand washing facilities with soap and water in place. Signage and training promoting stringent hand washing.  Temperature checks to be taken from all people entering the building.  Frequently cleaning and disinfecting objects and surfaces that are touched regularly particularly in areas of high use such as door handles, light switches, reception area using appropriate cleaning products and methods.  Social Distancing -Reducing the number of persons in any work area to comply with the 2-metre.  Where possible all staff that can work from home should do this as a first option.  Review work schedules including start & finish times/shift patterns, to reduce number of workers on site at any one time.  Redesigning processes to ensure social distancing in place.  YP enter via sports hall and exit via main entrance  Conference or video calls to be used instead of face to face meetings.  Social distancing also to be adhered to in communal, eating and smoking areas  Toilets to be separated by each young person pod and staff | 2 | 4 | | 8 | Reception to advise anyone without a face coving that we can provide one.  Appropriate signage to be displayed at entrances advising the use of a face covering for visitors aged 11+  Appropriate hand washing signage to be placed around site.  All temperature checks to be recorded and kept on file for a minimum of 21 days. All visitors should use the QR code for NHS track and trace. Appropriate PPE to be worn by the person taking temperature checks.  Young people should not have direct access to COSHH products. Staff member to spray onto blue roll for YP to wipe surfaces down.  Additional hand sanitizing stations to be placed around entrance/exit and toilets.  Personal had sanitisers to be given to staff.  Appropriate signage in place for new entrance/exit    Signs assigning toilet to each pod and for staff. | All PPE onsite stocks to be maintained on an ongoing basis.  In place  In Place  Keep Updated  In Place  All areas have been redesigned.  Ongoing  Ongoing  Pod signs in place | |
| Containing suspected cases of Covid-19 | All | | If anyone becomes unwell with a new continuous cough or a high temperature or notices that they have lost their sense of taste or smell in the Youth Zone, they will be sent home and advised to follow the stay at home guidance. (<https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance/stay-at-home-guidance-for-households-with-possible-coronavirus-covid-19-infection>)  A room must be set up for the sole purpose of isolating any persons suspected of having covid-19, who are awaiting pick up or transportation.  The areas the infected person has come into contact with must be deep cleaned with immediate effect and notices must be given to all building users to keep away from potentially infected areas until cleaned.  Any persons the infected person has come into contact with must be alerted immediately by staff. This will be in addition to NHS track and trace procedures. | 2 | 5 | | 10 | The room must be kept clear of any soft furnishings and thoroughly sanitised after the person has left.  The door must kept closed at all times.  Any staff members who are in the room with the suspected covid-19 case should have the correct PPE – Face mask, face shield, gloves, overall or change of clothes.  Any staff members who believe they contracted Covid-19 at work must be reported under RIDDOR.  A designated member of staff should be assigned for each day/session to interact with any persons suspected to have Covid-19. Training to be provided regarding procedure and applying correct PPE.  Double lined bin provided within isolation room. | Reception 121 room used as isolation room.  PPE in place stocks must be maintained  Ongoing | |
| Spread of virus due to poor record keeping. | All | | All Session staff are to keep a log of YP and any other person who has entered the room.  A staff member is to be responsible for tracking the movements of young people and visitors throughout the course of a session.  In the event that the youth zone has a confirmed case that has visited the building we are able to consult the logs for immediate deep cleaning of the rooms visited. We will liaise with Public Health England Health Protection Team to ensure actions are in line with requirements. | 2 | 4 | | 8 | The logs will also be used to inform other building users that they have been in contact or have been in a room with a confirmed case of Covid-19.  Details of visitors to be taken include – Name, Phone number & Email address.  All building users should use the NHS QR code for track and trace.  All details must be kept for a minimum of 21 days. | Ongoing | |
| Inability to protect vulnerable people | All | | Any persons who are considered extremely clinically vulnerable should be asked to stay away from the youth zone and follow government advice on shielding themselves.  Any persons who are considered clinically vulnerable who cannot work from home or any persons living with someone considered clinically vulnerable should take extra care when observing social distancing. Line managers should look at the working pattern and type of work to ensure social distancing can be adhered to. Where possible, Home working should be considered to minimise time at the Youth Zone. | 2 | 5 | | 10 | Any members of staff who have concerns regarding any underlying medical conditions should speak to their line manager.  Risk assessments to be carried out with all staff and young people who are considered extremely clinically vulnerable or clinically vulnerable or have family members at home who are considered extremely clinically vulnerable or clinically vulnerable | Ongoing | |
| Spreading Virus from personal items | All | | Personal items should be kept to a minimum and left at home where possible  Lockers must not be used. | 2 | 4 | | 8 | Any personal item that must be brought into work must be kept away from all other persons. | Ongoing | |
| Spreading Covid-19 from exceeding Maximum Room Capacity | All | | Room capacity’s to be calculated planned for each room and the number to be clearly displayed on the door.  Overall building capacity is based on the accumulation of all rooms. Sessions should be held within these rooms and not allowed to spill over into communal areas.  Large rooms can be divided for use by separate bubbles. But each room must be clearly signed as such and access restricted. | 3 | 4 | | 12 | Staff to enforce the capacity cap on each room. | Ongoing | |
| Spreading Covid-19 during minibus usage | All | | Minibus usage must be kept to essential journeys only and a maximum of 4 persons per trip. Social distancing rules will apply in all vehicles and Public Health Guidance must be adhered to. | 2 | 4 | | 8 | All persons in minibus must be separated by 2 meters at all times and face masks to be worn at all times.  Gloves should be worn when filling with fuel. | Ongoing | |
| Inappropriate social distancing measures not followed & spread of Covid-19 virus | All | | Roles and responsibilities for all sessions and ongoing activities to be drafted and published.  Please see **Appendix 4**  Sneeze and cough barriers to be erected in areas where face to face contact may be made, for example reception, canteen areas and the main office.  Social distancing seating plan of rooms should be clearly displayed within each room.  One-way system to be implemented within the recreation area. | 2 | 5 | | 10 | The roles and responsibilities chart should show who will be responsible for sessions and their cover and who will assist on session and their cover also.  Staff to be vigilant of all building users adhering to the 2-meter social distancing procedures. | Chart in place  Erect sneeze barriers Complete  Seating plans for office Complete | |
| ` | All | | Management will promote mental health & wellbeing awareness to staff during the Coronavirus outbreak and will offer whatever support they can to help.  Any staff working remotely will be contacted by their line manager on a frequent basis to ensure that the staff member remains engaged and does not experience loneliness or isolation. | 1 | 4 | | 4 | Management to maintain regular communication with staff and have an open-door policy for those who need any additional support. | Ongoing | |
| Spreading of Covid-19 during sessions for under 18s young people | All | | Small groups – 1 member of staff per group.  Maximum group size must not exceed 15 young people.  Maximum numbers of 15 young people per bubble and **bubbles must not be mixed**.  Safe spaces to be assigned for each activity. I.e. is the space suitable for the activity to take place in? The safe space must be deep cleaned after the bubble has finished with the room.  Care must be taken to ensure young people who are in the sessions safe space are accounted for at all times.  Rooms used by a group must be kept to an absolute minimum.  Session start times to be staggered and young people & parents informed to not arrive early for session to avoid congestion at the entrance of the building.  Staff to manage outside areas to ensure social distancing is taking place while waiting to enter to building.  Entrance for sessions to be changed to come through the sports hall and exit through main entrance to aid with congestion.  One-way system implemented for recreation area and for entering onto session.  Entrance and exit areas to be supervised by staff at all times.  All equipment used by YP must be cleaned before any other group can use. Any equipment that cannot be cleaned i.e. books must be stored in a lidded container for a minimum of 72 hours.  No overnight stays are permitted.  Sporting activities to resume while adhering to government guidelines. <https://www.gov.uk/government/publications/coronavirus-covid-19-guidance-on-phased-return-of-sport-and-recreation/return-to-recreational-team-sport-framework>  Please see **Appendix 2** | 2 | 3 | | 6 | All room and equipment used must be deep cleaned before young people enter or use.  All room and equipment used must be deep cleaned after young people have used them.  Wash hands and sanitise upon exit.  Clean down of room, desk, work space before and after use. No equipment to be left out including things paperwork, stationary, cups etc.  All sessions must be planned in advance to ensure there is sufficient time and space to move bubbles of young people around the youth zone without one bubble coming in to contact with another.  Consideration must also be given to the amount of time it takes to deep clean a room before the next bubbles arrival.  It is recommended that a minimum of 15 minutes is allowed for the deep cleaning of rooms.  It is recommended that rooms are left vacant for the transfer of bubbles.  The recreation area is classified as a room and must only be occupied by one bubble at a time.  If at any point during a session, the session lead or session support coordinator believe that they are unable to adhere to covid secure guidance, sessions should be stopped immediately to avoid the spread of covid-19. | Procedure in place 01/07/20 |
| Spreading of Covid-19 because of Improper cleaning of facility. | All | | All rooms to be deep cleaned after a bubble has used it.  Regular cleaning of the facility throughout the day. Including emptying and cleaning bins. Safe cleaning practices to be observed.  All work spaces to be cleaned before and after use.  Minimum cleaning of building should be 4 times per day.  Any rooms not in use should be locked and staff told to keep out to reduce the workload on the cleaning team.  Staff to be responsible for cleaning their work station before and after use.  Toilets to be cleaned regularly on an ongoing basis. | 2 | 5 | | 10 | Cleaning kits to be made available in every room.  Notices to be displayed regarding cleaning down work spaces after they are used.  Minimum PPE for cleaning to consist of – mask, gloves and disposable apron.  Gloves and disposable apron to be used for each separate room.  All rooms and desks should be decluttered to aid with cleaning. | Cleaning kits available  Cleaning notice displayed  Declutter of all rooms Ongoing |
| Spread of Covid-19 during an emergency evacuation. | All | | Staff to be vigilant during an evacuation and remind YP and visitors of social distancing. | 1 | 4 | | 4 | Its is expected that all persons will evacuate the building as soon as posable during any emergency. | Ongoing |
| Spread of Covid-19 during administration of 1st aid. | All | | 1st aid cases should be assessed from 2 meters in the first instance.  If 1st aid must be administered ask the person to administer it themselves.  If the person is unable to administer it themselves appropriate PPE to be worn while given 1st aid. | 2 | 5 | | 10 | Appropriate PPE   * Gloves * Face mask * Face shield * Gown/overalls | Ongoing |
| Spread of Covid-19 from café | All | | Café to offer only deli bar foods and tuck.  Hot food is not to be served directly from the café area.  Café tables to be redesigned to be 2 meters apart.  Disposable plates and cutlery to be introduced on a temporary basis. | 1 | 4 | | 4 | Deep cleaning of eating area to be completed as soon as the area is vacated.  Orders must be made at reception when entering the building. | Café area redesigned |
| Spread of Covid-19 due to poor H&S culture. | All | | All staff to be held accountable for their actions.  Managers to set an example for all staff, young people and visitors within the workplace. | 2 | 5 | | 10 | Any persons who are not adhering to this risk assessment should be reported to a manager immediately.  Posters to be erected in staff areas to raise concerns or to report with anonymity any breaches of our Covid secure guidelines. | Ongoing |

**Notes:**

**Appendix 1**

**Guidance for youth workers on session during Lockdown**

Due to the limited numbers allowed on sessions there will not be a receptionist on duty during the current lockdown. Below are additional responsibilities for the youth workers during their session:

* Please be at the reception gate to welcome your group.
* You must wear a face covering or face shield.
* Only members who have been invited onto the session may take part.
* Ensure all members over 11yrs are wearing a face covering (Exceptions apply) YP should wear their face covering for the duration of their session.
* The young persons temperature must be checked and logged next to their name on the “face to face session” log.
* The “normal” temperature should be around 37 degrees. If the temperature recorded is above 38 degrees, then this is classed as a “high temperature”
* If the first temperature is reading as high, then ask the young person if they are feeling unwell? Any symptoms etc? Take the temperature a 2nd time and if it still reads over 38 degrees then inform the session lead.
* Once the YP temperature is recorded, take their 50p entrance fee and ask the YP to sanitise OR wash their hands.
* The YP should then be directed to the room the session is taking place. They must not sit in the rec area.
* YP must be encouraged to socially distance for the duration of the session. If they do not, then you must radio the session lead immediately.
* YP should be discouraged from leaving their session and entering other sessions.
* If a YP needs a comfort break then they must observe the one-way system.
* When the session is completed, all chairs and desks used should be sanitised.
* Any equipment used (PC’s/Tablets/Sports equipment) must be sanitized.
* YP must leave The Hive immediately after their session finishes.
* The temperature log and any monies taken should be left in the middle drawer at reception.

**Current young person room capacity**

Rewind – 5

Recreate – 5

Retune – 8

React – 15

Respect – 9

Reactivate – 9

Reinvent – 4

Recharge – 3

Reengage – 5

Regroup – 5

Reach – 15

Recreation area – 15

MUGA – 15

Sports Hall – 15 – (If sports hall is appropriately divided this capacity may increase to two bubbles of 15. Staff must ensure that the two bubbles do not mix.)

**Appendix 2**

**Sporting activities procedures during pandemic**

**Football**

* Balls and bibs to be sanitised after each session.
* Hands of participants to be sanitised before session, every 30 minutes during the session and at the end of the session.

**Badminton**

* Rackets to be sanitised after each session.
* Hands of participants to be sanitised before session, every 30 minutes during the session and at the end of the session.
* Shuttlecocks to be set aside and not used for 72 hours. Separate shuttle sets can be used to avoid delay in sessions.
* Max, 4 participants (including Youth Worker) per court.
* Fire and sports hall doors should be kept open whilst session is taking place.-

**Tennis**

* Rackets to be sanitised after each session.
* Hands of participants to be sanitised before session, every 30 minutes during the session and at the end of the session.
* Tennis balls to be set aside and not used for 72 hours. Separate ball sets can be used to avoid delay in sessions.
* Max, 4 participants (including Youth Worker) per court.
* Fire and sports hall doors should be kept open whilst session is taking place.

**Gym**

* Hands of participants should be sanitised upon entering the gym, every 15 minutes during the session and at the end of the session.
* After equipment has been used, participants need to fully spray and disinfect the equipment that they have just used (including parts of the equipment that they have not touched).
* Fire and gym doors should be kept open whilst session is taking place.
* Only one piece of equipment per set (i.e. one treadmill/ one bench) should be in use to aid social distancing measures.
* Water fountain can only be used to fill bottles and hand should be sanitised before use.

These recommendations all align with the government and NGB advice.

**Appendix 4**

**COVID-19 Roles and responsibilities**

Overall responsibility for ensuring The Hive as an organisation is Covid secure – **Stuart Barnes**

Overall responsibility for ensuring all sessions are Covid secure – **Gill Pleavin**

Overall responsibility for ensuring the building is Covid secure – **Naz Ault**

**Session Responsibility**

Ensuring all junior and holiday club sessions are Covid secure – **Treena Gilson**

Ensuring all senior sessions are Covid secure – **Steve Anderton**

Ensuring all inclusion sessions are Covid secure – **Dougy Oliver**

Enforcement of Covid secure policy on session – **Clair Griffiths**

**Appendix 5**

**The Hive Wirral Youth Zone** 

**Staff Risk Assessment**

#### 

**Date 09/12/20 Reviewed 05/01/21**

**Version 1.1**

This guidance relates to staff who are at very high risk of severe illness from COVID-19 because of specific underlying health conditions.

This new guidance replaces previous guidance on shielding that was in place during the four-week period of national restrictions. This guidance is for clinically extremely vulnerable people linked to the reintroduced tier system.

In the future, the government will only reintroduce formal shielding advice in the very worst affected local areas and for a limited period of time. This will only apply to some, but not all, Tier 3 areas and will be based on advice from the Chief Medical Officer.   
The government will write to people separately to inform them if you they advised to shield. People are not advised to follow formal shielding advice again unless they receive a new shielding notification advising them to do so. Employers will not be told directly if their staff are in the clinically extremely vulnerable category so it is vital that managers regularly ask staff if their circumstances have changed, review any risk assessment undertaken, and provide the appropriate support.

### Staff in the clinically extremely vulnerable (CEV) category from 2 December – updated 27 November 2020

People who are defined as clinically extremely vulnerable are at very high risk of severe illness from COVID-19. There are two they may be identified as clinically extremely vulnerable:

1. They have one or more of the conditions listed below, or
2. Their hospital clinician or GP has added them to the shielded patients list because, based on their clinical judgement, they deem them to be at higher risk of serious illness if they catch the virus.

If your staff think there are good clinical reasons why they should be added to the shielded patient list, they should discuss their concerns with their GP or hospital clinician.

People with the following conditions are automatically deemed clinically extremely vulnerable:

* Solid organ transplant recipients
* People with specific cancers:

- people with cancer who are undergoing active chemotherapy

- people with lung cancer who are undergoing radical radiotherapy

- people with cancers of the blood or bone marrow such as leukaemia, lymphoma or myeloma who are at any stage of treatment

- people having immunotherapy or other continuing antibody treatments for cancer

- people having other targeted cancer treatments that can affect the immune system, such as protein kinase inhibitors or PARP inhibitors

- people who have had bone marrow or stem cell transplants in the last 6 months or who are still taking immunosuppression drugs.

* People with severe respiratory conditions including all cystic fibrosis, severe asthma, and severe chronic obstructive pulmonary disease (COPD).
* People with rare diseases that significantly increase the risk of infections (such as severe combined immunodeficiency (SCID), homozygous sickle cell disease).
* People on immunosuppression therapies sufficient to significantly increase risk of infection.
* Problems with your spleen, eg, splenectomy (having your spleen removed).
* Adults with Down’s syndrome.
* Adults on dialysis or with chronic kidney disease (stage 5).
* Women who are pregnant with significant heart disease, congenital or acquired.
* 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.

### Shielding

From the [national guidance with effect from 31 December,](http://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/cev-from-2-dec#cev) staff who are shielding are strongly advised to work from home because the risk of exposure to the virus in their area may be significantly higher. If staff cannot work from home, then they should not attend work.  Staff are not advised to follow this revised shielding advice unless they receive a new shielding notification advising them to do so.  
  
Employers will not be told directly if their staff are in the clinically extremely vulnerable category so it is vital that managers check in with their staff regularly and ask if their circumstances may have changed, review any risk assessment undertaken and provide the appropriate support to staff.

Where clinically extremely vulnerable staff are required to shield and are unable to work from home, employers should follow the latest [Staff Council guidance on pay **(Joint guidance on shielding due to COVID-19 - 23 November 2020)**](https://www.nhsemployers.org/engagement-and-networks/nhs-staff-council/joint-statements-and-papers) and visit the frequently asked questions around pay for staff during the COVID-19 pandemic.  
  
For staff members in this category, organisations should support staff to stay well and contributing to work, where adjustments can be made to enable staff to work from home. Employers should follow our guidance on [supporting staff to work from home](https://www.nhsemployers.org/covid19/health-safety-and-wellbeing/supporting-staff-at-home-and-work/enabling-and-supporting-staff-to-work-from-home) and develop specific local support for those working from home.

* Staff members should be encouraged to discuss any concerns with their manager and employers should make every effort to make adjustments where possible.
* Staff members should discuss any concerns with their manager and employers should make every effort to make adjustments based on individual circumstances.

Adjustments may include working from home or temporarily moving into hotel accommodation, however, accommodation costs must now be funded through your organisation.   
  
For staff members in this category, organisations should support staff to stay well, protect their families, and continue to work where national guidance allows and where reasonable adjustments can be made, where required. Some staff may also be carers for extremely vulnerable people, friends, family members or neighbours.

### General advice for clinically extremely vulnerable people at all tiers

Everyone is currently advised to work from home where possible. If staff cannot work from home, they can still go to work in all tiers.

### **Further advice at Tier 1: Medium**

Staff should continue to work from home where possible.  If staff cannot work from home, they can still attend the workplace.

### **Further advice at Tier 2: High**

The advice is the same as for Tier 1: Medium.  Staff should continue to work from home where possible.  If staff cannot work from home, they can still attend the workplace.

### **Further advice at Tier 3: Very high**

Staff should continue to work from home where possible. If there is no alternative, staff can still go to work. Staff members should be encouraged to discuss any concerns with their manager and employers should make every effort to make adjustments where possible. Staff members should discuss any concerns with their manager and employers should make every effort to make adjustments based on individual circumstances.

**Further advice at Tier 4: Stay at Home**

Staff who cannot work from home should not attend work  
  
Adjustments may include working from home. In addition to those in the extremely vulnerable category, the [government advises](http://www.gov.uk/guidance/new-national-restrictions-from-5-november#protecting-people-more-at-risk-from-coronavirus) that the people over the age of 60 or clinically vulnerable groups should:

* be especially careful to follow the rules and minimise your contacts with others
* continue to wash your hands carefully and more frequently than usual and maintain thorough cleaning of frequently touched areas in your home and/or workspace

Clinically vulnerable groups are described as:

* People over the age of 70.
* People with one of the following underlying health conditions:
* chronic (long-term) respiratory diseases, such as asthma, chronic obstructive pulmonary disease (COPD), emphysema or bronchitis
* chronic heart disease, such as heart failure
* chronic kidney disease
* chronic liver disease, such as hepatitis
* chronic neurological conditions, such as Parkinson’s disease, motor neurone disease, multiple sclerosis (MS), a learning disability or cerebral palsy
* diabetes
* problems with your spleen – for example, sickle cell disease or if you have had your spleen removed
* a weakened immune system as the result of conditions such as HIV and AIDS, or medicines such as steroid tablets or chemotherapy
* being seriously overweight (a body mass index (BMI) of 40 or above).
* Pregnant women. The Royal College of Obstetricians and Gynaecologists will provide and regularly review and revise the [latest guidance and information](https://www.rcog.org.uk/globalassets/documents/guidelines/2020-09-10-occupational-health-statement-rcog-rcm-fom.pdf). Specific information is provided in the guidance for healthcare workers who are pregnant. We therefore advise all staff who are pregnant to discuss their individual circumstances with their local occupational health department, so that the appropriate support/actions can be taken dependent on which trimester they are in, underlying health conditions and the nature of the roles they are undertaking.
* [The Equality Human Rights Commission](http://www.equalityhumanrights.com/en) (EHRC) has recently issued [Coronavirus (COVID-19) guidance for employers: Your duties on pregnancy and maternity](http://www.equalityhumanrights.com/en/advice-and-guidance/coronavirus-covid-19-guidance-employers-your-duties-pregnancy-and-maternity?utm_campaign=Working%20Forward%20newsletter%20-%20May%202020&utm_source=emailCampaign&utm_content=&utm_medium=email)to help employers reduce the impact on pregnant workers or those on maternity leave.

In addition to the list above, some staff members may be more at risk from the consequences of COVID-19, due to their race, age or disability. Although national guidance is that individuals in the clinically vulnerable group may not necessarily be required to shield, employers should continue to check in with their staff and undertake an individual [risk assessment](https://www.nhsemployers.org/covid19/health-safety-and-wellbeing/supporting-staff-health-and-safety/risk-assessments-for-staff), following our guidance, to support individuals and implement adjustments or redeployment for any staff in these groups if necessary.

<https://www.nhsemployers.org/covid19/health-safety-and-wellbeing/supporting-staff-health-and-safety/supporting-our-most-vulnerable-people#Tier%202>

**The Hive Wirral Youth Zone** 

**Staff Covid and Welfare Risk Assessment**

|  |  |
| --- | --- |
| **STRICTLY PRIVATE & CONFIDENTIAL** | |
| **Name of employee** |  |
| **Job title** |  |
| **Managers name** |  |
| **Date:** |  |

**Do you have direct face to face contact during your work time?**

Yes No Sometimes

**Are you pregnant?**

Yes No

**If yes, how many weeks pregnant?**

**Age?**

Under 50 50 – 59 60 – 69 70 – 79 80 and over

**Medical questions – Please tick if you have any of the below conditions.**

**Diabetes**

Type 1 or 2 – Uncomplicated (blood sugars are well controlled and no diabetic complications)

Type 1 or 2 – Complicated (blood sugars are not controlled and/or diabetic complications)

Not applicable

**Heart disease and stroke**

Angina or previous heart attack or stroke

Taking tablets for heart failure

Both

Not applicable

**Lung disease**

Asthma

Any other chronic

Not applicable

**Cancer**

You are currently receiving either chemotherapy or radiotherapy for cancer

You have had cancer but are in remission and have not had treatment for 6 months or more

Not applicable

**Rheumatology**

Any conditions for which you are receiving treatment

Not applicable

**Weakened immune system**

Taking any medication that you have been told will suppress your immune system

Not applicable

**Have you been able to access personal protective equipment (PPE)?**

Yes No Not applicable

**Other questions**

**Do you live with someone that is classed as high risk and shielding?**

Yes No

**Are you able to take regular breaks at work?**

Yes No

**Do you have any carer responsibilities?**

Yes – Dependant adultYes – Dependant child No

**Are there any limitations to your travel on public transport and therefore do you require more flexibility in your working pattern?**

Yes No Not applicable

**Are you anxious or concerned about being at work at the moment?**

### No, am ok I am more anxious than usual I am very anxious

**Can you tell us more about your main concerns?**

|  |
| --- |
|  |

**Do you have any concerns about your safety at work?**

|  |
| --- |
|  |

### Yes No

**Are there sufficient guides and notices to provide a safe environment where you work on site?**

|  |  |  |
| --- | --- | --- |
|  | No |  |

### Yes

**Are you able to follow social distance rules when working on site?**

|  |
| --- |
|  |

### Yes No

**Can your role be undertaken at home?**

|  |
| --- |
|  |

### Yes Partly No

**If you are working from home, is the environment you are working in safe and comfortable?**

|  |
| --- |
|  |

### Yes No

**If no, please provide details.**

|  |
| --- |
|  |

**If so, do you have any concerns about working from home on a longer term basis?**

|  |  |  |
| --- | --- | --- |
|  | No |  |

### Yes Not applicable

**If so, can you tell us more about your concerns?**

|  |
| --- |
|  |

**If you are returning to work on site following working from home, do you have any concerns?**

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|  |

### Yes *No* Not applicable

**What can we do to support you with these concerns?**

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| --- |
|  |

**Have you told us everything about your health and wellbeing that we need to know?**

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| --- |
|  |

### Yes No

**If not, what more would you like to tell us about?**

|  |
| --- |
|  |

**What other concerns do you have that we have not asked about?**

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| --- |
|  |

**Is there anything more we can do as an organisation to support your health and wellbeing?**

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| --- |
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| --- |
| **Agreed outcomes:**  *(Change of shift pattern or location within the Youth Zone, working from home more etc)* |

|  |  |
| --- | --- |
| Signed (Employee) | Date: |
| Signed (Manager) | Date: |

**Tips to be Covid-19 Safe** 

* Wash and sanitize hands
* Sneeze or cough into a tissue
* Always stay 2 meters apart from everyone
* Always make sure your area is clean
* Never share equipment
* Do not touch your face
* If you feel unwell stay at home

You should never forget that Wirral Youth Zone will never stay the same. Activities, projects and even the building will evolve and improve. As a result, all risk assessments that are produced must be reviewed and updated when required to ensure that they are still relevant to the task/activity.

**Version 2.4**

**Reviewed 05/01/21**

**Next Review Due Date 04/02/21**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Lead Worker** |  | **Name:** |  | **Sign:** |  | **Date:** |
| **Responsible Manager** |  | **Name:** |  | **Sign:** |  | **Date:** |
| **Health & Safety Manager** |  | **Name:** |  | **Sign:** |  | **Date:** |