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| --- | --- | --- | --- |
| **RA reference** | Covid-19 risk assessment | **Activity description** | **COVID-19 infection prevention and control**  |
| **Assessment date** | 06/01/2022 | **Assessor name** | Judith Chandler |
| **Assessment team members** | List contributors to RA | **Planned review date** | In line with government and corporate guidance or annually |
| **Location** | Various Locations | **Number of people exposed** | 100+ countywide |
| **Overall residual risk level following implementation of effective control measures** | **Medium Risk****[[1]](#footnote-1)As of 11 January 2022 anyone who has a positive LFT test need not take a PCR test if they do not have symptoms but must self-isolate immediately and** [report their result on Gov.UK](https://www.gov.uk/report-covid19-result) | **People exposed** | All employeesService users/pupilsVisitorsMembers of the publicVulnerable children/adultsPersons with pre-existing medical conditionsFirst aidersNew/expectant mothers |
| **Assessment last updated** | **06/10/2021** | **Is this an acceptable risk?** |  **Yes/ ~~No~~** |
| **Training:** All staff will receive training and information proportionate and relevant to the activity that is being undertaken**Monitor and review:** This risk assessment and its implementation will be monitored locally on at least a weekly basis and will take account of any new or updated guidance and ensure that the control measures remain relevant and effective.**Communication and consultation:** Regular updates will be provided to all staff thorough team meetings/staff bulletins – feedback and comments will be welcomed.  |
| **From 4am on Friday 7 January 2022 the rules for travel to England will change. [[2]](#footnote-2)Check the rules for travel to England from abroad.****All public and staff in public facing areas will be required to wear face coverings - for full list of settings see** [Face coverings: when to wear one, exemptions, and how to make your own - GOV.UK (www.gov.uk)](https://www.gov.uk/government/publications/face-coverings-when-to-wear-one-and-how-to-make-your-own/face-coverings-when-to-wear-one-and-how-to-make-your-own) |

| **Hazard description****and how people are at risk** | **Potential risk** | * **Current control measures (those that are in place)**
 | **Additional control measures (to be identified and implemented)** | **Residual risk** | **Action details by whom by when** |
| --- | --- | --- | --- | --- | --- |
| **Infection causing injury or ill health effects**Exposure to COVID-19 virus, i.e. through close personal contact or exposure to infections from body fluids or other excretions | **Medium****L3 xS4****12**  | * We will continue to ensure that our staff comply with any instructions provided by the UK Health Security Agency (UKHSA) and CCC in the event of a developing infection control event.
* We will continue to assess, identify, support and monitor our workforce to work from home where required.
* [[3]](#footnote-3)We will continue to encourage all staff to regularly self-test until further notice.
* We will continue to remind our staff that they are responsible for ensuring they are feeling fit and well to attend work, particularly when working with children and young people.
* We will continue to remind line managers to report absence/self-isolation cases due to COVID-19 (suspected or confirmed) via the I-Trent system.
* Pre-employment/occupational health procedures are in place to identify any pre-existing conditions.
* We will continue to remind all staff to remain up-to-date with any routine immunisations (i.e., flu/pneumonia).
* We will continue to encourage all staff to take up the offer of COVID-19 vaccination when they become eligible.
* We will continue to remind and encourage staff to report any damage, defects, accidents, incidents, near misses and ill health, through agreed absence and wellbeing procedures to enable timely investigation and resolution.
* We will continue to ensure that relevant risk assessments are made available and communicated to any staff that may be exposed to harm during specific activities.
* We will continue to implement local infection prevention control measures at all times.
* Safe systems of work are monitored and reviewed locally to ensure appropriate measures are in place for laundering, cleaning, decontamination, and/or disposal of soiled items or equipment.
 | * Test kits are available to collect from County Council workplaces
 | **Medium****L3 x S2****6** |  |
| Exposure to COVID-19 virus, i.e. through close personal contact or exposure to infections from body fluids or other excretions when returning to the workplace | **Medium****L3 xS4****12** | * Return to the workplace will be gradual, and we will assess and identify which roles and numbers of staff will need to be working from corporate buildings.
* [Corporate risk assessment for COVID-19 infection prevention and control for CCC corporate buildings](http://www.intouch.ccc/elibrary/Content/Intranet/535/615/6428/6546/43903172310.pdf) .
* Local compliance will be monitored by line managers as far as reasonably practicable.
* We will continue to remind individual services of the requirement to carry out individual risk assessments for any staff classed as vulnerable, and ensure controls are in place for additional protection where required.
 |  | **Medium****L3 x S2****6** |  |
| Exposure to COVID-19 virus, i.e. through close personal contact or exposure to infections from body fluids or other excretions when carrying out visits to private homes, schools, or any other locations for meetings etc. | **Medium****L3 xS4****12** | * We will continue to refer to our local service-specific risk assessments and COSHH risk assessments for infection control for any high-risk tasks and environments.
* Staff can make judgements on a case-by-case basis regarding the level of and use of PPE, however we will continue to strongly encourage our staff to use face coverings as a minimum when carrying out visits.
* We have a separate risk assessment for staff visiting an educational setting: staff to refer to the risk assessment and consult with headteacher/setting manager in advance and comply with any additional control measures.
* Before undertaking any car journeys all staff must refer to [CCC CORP022 Corporate Travel -COVID-19 risk assessment](https://www.intouch.ccc/eLibrary/Content/Internet/535/615/6428/6546/4405015311.pdf) and travel separately wherever possible.
* When meetings take place in other (non-council) premises, staff must first ensure that a COVID-19 risk assessment has been completed, and comply with any control measures regarding the safe use of the premises.
 |  | **Medium****L3 x S2****6** |  |
| Exposure to COVID-19 virus due to legal requirement for social distancing and the use of face coverings has ended | **Medium****L3 xS4****12** | * We acknowledge that CCC has indicated existing COVID safety measures should be retained where it is practical to do so.
* Staff will be asked to work with their managers to discuss and agree service specific issues and potential solutions.
* We will continue to remind staff that they **must** wear face coverings in crowded areas such a public transport.
 |  | **Medium****L3 x S2****6** |  |
| Exposure to COVID-19 virus, i.e. through close personal contact or exposure to infections from body fluids or other excretions during pregnancy | **Medium****L3 xS4****12** | * We will continue to follow the government guidance: [Coronavirus (COVID-19) advice for pregnant employees](https://www.gov.uk/government/publications/coronavirus-covid-19-advice-for-pregnant-employees/coronavirus-covid-19-advice-for-pregnant-employees).
 | * [[4]](#footnote-4)We will support and encourage our pregnant staff to take up the offer of vaccination when offered it.
 | **Medium****L3 x S3****9** |  |
| Staff identified as Clinically Extremely Vulnerable (CEV) or BAME | **Medium****L3 xS4****12** | * CEV staff are still encouraged to work from home if they can.
* IF CEV staff are required to return to the workplace an individual risk assessment must be completed.
 | * [Link to Individual risk assessment](https://www.cumbria.gov.uk/hr/absence_wellbeing/default.asp)
 | **Medium****L3 x S2****6** |  |

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| **To be completed by the individual undertaking the risk assessment:** |
| **Name:** | **Judith Chandler** | **Job title:** | **Health, Safety and Wellbeing Manager** |
|  |
| **Signature** |  | **Date:** | 06/01/2022 |

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| **To be completed by the Assistant Director:** |
| **Name:** | Lynn Berryman | **Job Title:** | Assistant Director – Children and Young People |
|  |
| **Signature** |  | **Date:** |  |

**Useful links and guidance**

[Coronavirus (COVID-19): guidance for children's social care services](https://www.gov.uk/government/publications/coronavirus-covid-19-guidance-for-childrens-social-care-services)

[Coronavirus: how to stay safe and help prevent the spread](https://www.gov.uk/guidance/covid-19-coronavirus-restrictions-what-you-can-and-cannot-do#keeping-yourself-and-others-safe)

[Guidance for people previously considered clinically extremely vulnerable from COVID-19](https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19)

[Pregnancy, breastfeeding, fertility and coronavirus (COVID-19) vaccination](https://www.nhs.uk/conditions/coronavirus-covid-19/coronavirus-vaccination/pregnancy-breastfeeding-fertility-and-coronavirus-covid-19-vaccination/)

**Likelihood:**

1. **Very unlikely, e.g., 1 in 1,000,000 chance of it happening**
2. **Unlikely, e.g., 1 in 100,000 chance of it happening**
3. **Possible, e.g., likely to occur during standard operations**
4. **Likely, e.g. has been known to happen before**
5. **Very likely, e.g., it is almost certain that something will happen**

**Severity:**

1. **Insignificant No injury**
2. **Minor Minor injuries requiring first aid**
3. **Moderate First aid/RIDDOR reportable incident**
4. **Major Serious injury/hospital attendance**

**Most severe Disabling injury, long term ill-health or fatality**

**15-25 Unacceptable**.

Stop activity **and make immediate improvements**

**6-12 Tolerable**

Look to improve within a specified timescale

**1-5 Acceptable**

No further action, but ensure controls are maintained

|  |  |
| --- | --- |
|  | **Severity** |
| **Likelihood**  |  | **1****Insignificant** | **2****Minor** | **3****Moderate** | **4****Major** | **5****Most Severe** |
| **5****Very Likely** | 5Low Risk | 10Medium Risk | 15High Risk | 20High Risk | 25High Risk |
| **4****Likely** | 4Low Risk | 8Medium Risk | 12Medium Risk | 16High Risk | 20High Risk |
| **3****Possible** | 3Low Risk | 6Medium Risk | 9Medium Risk | 12Medium Risk | 15High Risk |
| **2****Unlikely** | 2Low Risk | 4Low Risk | 6Medium Risk | 8Medium Risk | 10Medium Risk |
| **1****Very Unlikely** | 1Low Risk | 2Low Risk | 3Low Risk | 4Low Risk | 5Low Risk |

1. [Confirmatory PCR tests to be temporarily suspended for positive lateral flow test results](https://www.gov.uk/government/news/confirmatory-pcr-tests-to-be-temporarily-suspended-for-positive-lateral-flow-test-results) [↑](#footnote-ref-1)
2. [Travel to England from another country during coronavirus (COVID-19)](https://www.gov.uk/guidance/travel-to-england-from-another-country-during-coronavirus-covid-19) [↑](#footnote-ref-2)
3. [Stay at home: guidance for households with possible or confirmed coronavirus (COVID-19) infection](https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance/stay-at-home-guidance-for-households-with-possible-coronavirus-covid-19-infection) [↑](#footnote-ref-3)
4. [Pregnancy, breastfeeding, fertility and coronavirus (COVID-19) vaccination - NHS (www.nhs.uk)](https://www.nhs.uk/conditions/coronavirus-covid-19/coronavirus-vaccination/pregnancy-breastfeeding-fertility-and-coronavirus-covid-19-vaccination/) [↑](#footnote-ref-4)