



**HEALTH & SAFETY  
CORONAVIRUS-COVID19  
RISK ASSESSMENT & METHOD STATEMENT (OFFICE)**

<b>SITE ADDRESS:</b>	Haydon Wick Council Offices, Thames Avenue, SN25 1QQ (OFFICE)	
<b>DATE:</b>	Latest version: 24.08.21 Minute reference: FC079	<b>Review date:</b> Monthly (or sooner if guidance changes)
<b>DAY TO DAY MANAGEMENT OF THE OFFICE:</b>	<p>Georgina Morgan-Denn – Chief Officer and RFO (Responsible for Staff: 3 office staff and 10 POST)</p> <p>Laura Cutter, Deputy Chief Officer &amp; Services Manager Overall Staffing &amp; Resourcing Decisions - Georgina Morgan-Denn - Chief Officer &amp; RFO</p>	
<b>HEALTH &amp; SAFETY:</b>	<p>The Council have considered the main guiding principles when drawing up this document - the 5 steps to working safely include:</p> <ol style="list-style-type: none"> <li>1. Carrying out a Covid-19 review of potential risks</li> <li>2. Developed cleaning, handwashing and hygiene procedures</li> <li>3. Enabled staff to work from home (when isolating)</li> <li>4. Maintaining social distancing guidelines</li> <li>5. Where social distancing is not possible, how the risks can be managed, practically</li> </ol> <p>This is dynamic situation and needs to be reviewed regularly.</p> <p>Health &amp; Safety requirements of any working environment must not be compromised during this crisis.</p> <p>If a task or activity cannot be undertaken safely due to lack of supervision, competent employees, ability to wash hands/clean surfaces or social distancing, it should STOP IMMEDIATELY.</p>	
<b>RISK ASSESSMENT PROCESS</b>	<p>Consulted:</p> <ul style="list-style-type: none"> <li>• Government websites</li> <li>• Staff</li> <li>• National Association of Local Councils</li> <li>• Insurance providers</li> </ul>	



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<b>POTENTIAL HAZARDS INCLUDE:</b>	<ul style="list-style-type: none"> <li>▪ Spread of the COVID-19 (Coronavirus)</li> <li>▪ Lack of cleanliness – both personal and within the environment i.e. wash rooms, door handles, kettles.</li> <li>▪ Current social distancing guidelines not being observed</li> <li>▪ Someone carrying the disease but not showing symptoms</li> <li>▪ Lack of communication</li> <li>▪ Mental health issues as a result of the crisis</li> </ul>
<b>EMERGENCY PROCEDURES:</b>	<p>If a worker develops symptoms of Covid-19 they should be sent home, and the rest of the workforce informed immediately.</p> <p>Further control measures may apply (i.e. deep clean and partial or total site closure to be considered)</p>
<b>WELFARE FACILITIES:</b>	<ul style="list-style-type: none"> <li>▪ A regular cleaning regime has been implemented within the office, meeting rooms, kitchen and public areas.</li> <li>▪ Employee lunchbreaks will be staggered to ensure social distancing</li> <li>▪ Poster displayed to advise all to wash hands, social distancing and to not touch the face</li> <li>▪ Only employees and visitors with prior permission will be permitted access.</li> <li>▪ Employees are to wash their hands when arriving at site and regularly throughout the day.</li> <li>▪ Desk screens fitted to add further protection</li> </ul>
<b>MONITORING:</b>	<p>Georgina Morgan-Denn will monitor employee compliance and working practices for any unsafe acts or working conditions. In addition, staff have been told to social distance, and failure to conform will lead to an operative being asked to leave site.</p> <p>The Finance Officer is nominated to check Government updates and ensure that safe working plans and risk assessments are updated accordingly and is nominated to check updates from Chief Officer and the Council, issuing advice out accordingly.</p>
<b>EMERGENCY ARRANGEMENTS:</b>	<p>If you need medical help for any reason, you can attend a GP surgery, pharmacy or hospital.</p>

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	<p>If you have symptoms of coronavirus (including but not limited to a high temperature or a new, continuous cough), you must self-isolate immediately.</p> <p>Please refer to the latest advice provided on Gov.uk or NHS.co.uk</p>
<b>PPE</b>	<ul style="list-style-type: none"> <li>- Items available include disposable masks and gloves.</li> <li>- Ensure PPE is disposed of safely PPE after use.</li> </ul>
<b>FURNITURE &amp; EQUIPMENT:</b>	<p>All office furniture, equipment, door handles and key pads should be cleaned at the end of each day. Wear gloves during the day when using office equipment (i.e. photocopier, franking machine, safe, cupboards).</p> <p>Furniture in the meeting rooms and door handles should be cleaned down before and after use.</p> <p>Kitchen – wear gloves and/or wipe down or wash all items used.</p> <p>Washrooms – wipe down seat, flush and door handles upon leaving</p>
<b>VISITORS</b>	<p>No residents, Councillors, Contractors or other external visitors to be given access to the building unless by prior authorisation (i.e. deliveries, collections, maintenance to machinery, etc). Office door to remain locked, signage posted up to advise how visitors can either leave items/papers/information or contact us further.</p>
<b>DON'T FORGET</b>	<p>Infected people without symptoms might be driving the spread of coronavirus. Keep alert and a safe distance</p>

**Note: This risk assessment will be regularly reviewed in line with Government advice or announcements**



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<b>BRIEFING REGISTER:</b>	This method statement has been read and understood by:	
<b>NAME</b>	<b>SIGNATURE</b>	<b>DATE</b>

## RISK ASSESSMENT COVID-19

HWPC STAFF – OFFICE WORKING ARRANGEMENTS					
Item	Hazards:	Associated Risk	People At Risk	Existing Controls	Residual Risk
1	Individual Knowledge / Management	Staff absences: Flu Symptoms & Illness Serious Illness Death in most serious cases	ALL	<ul style="list-style-type: none"> <li>▪ All employees briefed and aware of the UK Government / Public Health England guidelines on the symptoms of COVID-19</li> <li>▪ All employees to follow UK Government / Public Health England Guidelines regarding the prevention of spreading the virus</li> <li>▪ All employees who have COVID 19 symptoms MUST self-isolate as per the recommended NHS 111 guidelines</li> <li>▪ Company guidelines circulated to all employees</li> <li>▪ Staff passwords to PCs kept in a locked safe should access to individual's PCs be required.</li> <li>▪ Remote laptop in the office set up for home workers to connect into the central server. Office staff have individual laptops to work from home with. Work mobile phones provided.</li> </ul>	Moderate

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2	Contact with third Parties / Public	Cross contamination of virus	All	<ul style="list-style-type: none"> <li>▪ Parish guidelines circulated to all employees. Signage put up in building advising on cleanliness procedures and social distancing.</li> <li>▪ All office staff have available to them: hand sanitiser/wipes, gloves, and face coverings.</li> <li>▪ Employees are advised to maintain social distancing, as a precaution.</li> <li>▪ Discouraging visitors who are given access to the building from touching any surfaces and avoid signing for goods. Hand sanitising gel and wipes will be made available.</li> <li>▪ Cleaning public areas regularly</li> <li>▪ Additional cleaning procedures introduced (See Method Statement for details)</li> <li>▪ Any members of POST coming into the office to wear face masks</li> </ul>	Moderate
3	COVID-19 Symptoms	Personal Illness Infecting Others	All	<ul style="list-style-type: none"> <li>▪ Daily temperature checks will be carried out when staff arrive for work. And any visitors to the office. Anyone displaying a temperature above 37.8 will be advised to leave.</li> </ul>	Substantial

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				<ul style="list-style-type: none"> <li>▪ Any employee with suspected COVID-19 symptoms and has been instructed to self-isolate, must adhere to the Public Health England guidelines</li> <li>▪ Any employee that has a family (or household) member with symptoms &amp; has been instructed to self-isolate, must adhere to the Public Health England guidelines</li> <li>▪ Work tasks to be rescheduled or arrangements to be made for home working to complete urgent tasks</li> </ul>	
4	Office Furniture and Equipment	Contamination Infecting Others	Employees 3 <sup>rd</sup> Parties	<ul style="list-style-type: none"> <li>▪ Minimise sharing of stationery and equipment to complete tasks.</li> <li>▪ Transfer phone calls – DO NOT pass over phone handsets</li> <li>▪ Wipe down equipment (i.e. photocopier) after use</li> <li>▪ Notices to be put on tables &amp; chairs that have been used in the meeting rooms to alert the cleaner that they need sanitising</li> </ul>	Moderate
6	Arrival and working at Office site (ALL STAFF)	Spread of Virus	Employees	<ul style="list-style-type: none"> <li>▪ Temperature to be taken of staff arriving for work</li> <li>▪ Parks &amp; Open Spaces Team (POST) to only come as far as the</li> </ul>	Tolerable

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				<p>Reception window to liaise with office staff and must wear a face covering</p> <ul style="list-style-type: none"> <li>▪ Social distancing to be maintained as a precaution</li> <li>▪ Keep internal doors and windows open to allow free flowing of air</li> <li>▪ All employees to wash their hands on arrival onto site and before they leave the site, as well as at regular intervals prior to eating, smoking, drinking etc.</li> <li>▪ Regularly clean common areas - special attention to regularly used surfaces such as worktops, door handles etc</li> </ul>	
7	Handwashing/Washing of cutlery/crockery	Spread of the Virus	Employees	<ul style="list-style-type: none"> <li>▪ Ensure soap, water and hand sanitiser readily available and kept topped up</li> <li>▪ Regularly clean the hand washing facilities and check soap / sanitiser levels so refills can be arranged before running out</li> <li>▪ Regularly empty rubbish bins of hand towels</li> <li>▪ Paper towels or hand driers to be used, rather than cloth drying towels.</li> </ul>	Moderate



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				<ul style="list-style-type: none"> <li>▪ Wipe down work surfaces and equipment (i.e. kettle, toaster, microwave)</li> <li>▪ Crockery to either go in dishwasher or hand washed and left to air dry</li> </ul>	
8	Toilet Facilities	Spread of the Virus	Employees	<ul style="list-style-type: none"> <li>▪ Should POST need to use the washroom facilities at the offices, they should use the one closest to the front door and wipe down toilet seat, the flush and door handles after use. Office staff to use the washroom closest to the kitchen and wipe down as above.</li> <li>▪ Wash hands before and after using the facilities</li> <li>▪ Regularly clean the toilets</li> </ul>	Moderate
9	Welfare and Eating Arrangements	Spread of the Virus	Employees	<ul style="list-style-type: none"> <li>▪ Break and lunchtimes will be staggered</li> <li>▪ Hand cleaning facilities available in the kitchen, employees to wash hand before eating</li> <li>▪ Employees sit and maintain social distancing where possible</li> <li>▪ Employees should clean the area where they have been sitting</li> <li>▪ All rubbish should be put straight in the bin and not left for the cleaner to tidy up</li> </ul>	Tolerable
10	Cleaning	Spread of the Virus	Employees	<ul style="list-style-type: none"> <li>▪ Updated cleaning schedule to include:</li> </ul>	Moderate

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				<ul style="list-style-type: none"> <li>▪ Clean all touch points regularly and thoroughly including:</li> <li>▪ Taps and washing facilities</li> <li>▪ Toilet flush and seats</li> <li>▪ Door handles and push plates</li> <li>▪ Hand rails</li> <li>▪ Machinery and equipment controls including keys</li> <li>▪ Meeting room tables and chairs as required</li> </ul>	
	<b>ROOM HIRE ARRANGEMENTS</b> (once Council have approved opening of bookings)				
<b>Item</b>	<b>Hazards:</b>	<b>Associated Risk</b>	<b>People At Risk</b>	<b>Existing Controls</b>	<b>Residual Risk</b>
<b>11a</b>	Council Meetings	Spread of virus	Councillors, Officers and residents attending meetings	<p>Note: The building layout means it is not possible to have a one way system in place.</p> <ul style="list-style-type: none"> <li>• Upon entry, wear a mask unless you have an exemption</li> <li>• Sign in, take your temperature, use the track and trace app and take your seat promptly</li> </ul>	Moderate

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				<ul style="list-style-type: none"> <li>• Meeting will commence at 7.30pm promptly or as advertised on agenda</li> <li>• The room will be ventilated throughout</li> <li>• Electronic devices with the agenda pack should be brought - no papers will be circulated</li> <li>• Members to bring their own pen for signing the register</li> <li>• Bring own water. No food is allowed during the meeting</li> <li>• Masks should not be removed until you are invited to speak by the Chairman – return them to your face after you have spoken</li> <li>• Please leave the meeting room one at a time, allowing any members of the public to leave the building first</li> <li>• Do not talk or loiter in reception meeting - leave the building promptly</li> </ul>	
11b	Third parties/hirers	Spread of the virus	Employees & third parties	<ul style="list-style-type: none"> <li>▪ Temperature checks will be carried out as participants arrive. Anyone displaying a temperature above 37.8 will not be permitted.</li> </ul>	Moderate

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				<ul style="list-style-type: none"><li>▪ Face coverings to be worn in communal areas, as a precaution.</li><li>▪ Social distancing is to be maintained in communal areas, as a precaution</li><li>▪ Social distancing and face coverings in the hired room is down to the hirer's discretion</li><li>▪ Meeting rooms to be cleaned/surfaces &amp; chairs to be wiped down before and after each booking</li><li>▪ Windows to be kept open to allow for free flowing air</li><li>▪ Hirers to bring in their own refreshments and face coverings</li><li>▪ Cutlery and crockery can be provided and these will be put into the dishwasher after each hire.</li><li>▪ Hot water urns can be provided and will be wiped down after use and cooling</li><li>▪ One person in the kitchen at any time</li><li>▪ Toilets to have a system in place so that users of the facilities can clearly see if they are vacant before entering Reception area</li><li>▪ Hand sanitisers fitted outside of each meeting room and at Reception</li></ul>	
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				<ul style="list-style-type: none"> <li>▪ Gloves and disinfectant wipes available</li> <li>▪ Antibacterial hand wash in toilets</li> <li>▪ Signage on hand washing recommendations</li> </ul>	
<b>COMMUNITY BUS (when back in service)</b>					
Item	Hazards:	Associated Risk	People At Risk	Existing Controls	Residual Risk
12a	Users of the service	Catching virus	Senior citizens – vulnerable age group and volunteer drivers	<ul style="list-style-type: none"> <li>▪ Thorough clean taken place and once operational again, cleaned after each trip.</li> <li>▪ Only one trip to be undertaken per day so that the cleaner is able to deep clean after use.</li> <li>▪ Once operational, users to provide and wear their own face coverings and sanitisers</li> <li>▪ Where possible passengers to use same seats on inward and outward journeys</li> </ul>	Moderate
12b	Volunteer drivers	Catching virus	Drivers and passengers	<ul style="list-style-type: none"> <li>▪ Regular hand washing with soap and water or hand sanitizer</li> <li>▪ Protective plastic screen between passenger and driver</li> <li>▪ Bus will be deep cleaned between each trip</li> <li>▪ Spare masks, gloves will be provided in case of emergency</li> </ul>	Moderate

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Item	Hazards:	Associated Risk	People At Risk	Existing Controls	Residual Risk
				<ul style="list-style-type: none"> <li>▪ Sanitisers and wipes will be made available</li> <li>▪ Box to be provided for depositing payments</li> </ul>	
<b>WORKING FROM HOME</b>					
13	Safe working environment	Accident/injury in the home Mental health and well being		<ul style="list-style-type: none"> <li>▪ Member of staff to undertake their own risk assessment of their working environment. Such as and where possible:</li> <li>▪ An area should be set aside from the rest of the living space to ensure that you are able to work from home without distractions,</li> <li>▪ Your home office should have adequate space for you to work safely and comfortably from</li> <li>▪ Desk should be large enough to accommodate the equipment and paperwork</li> <li>▪ Sufficient storage and your workspace should be organised so equipment is close to hand,</li> <li>▪ Work area should be well lit, with natural lighting if possible,</li> </ul>	Tolerable

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				<ul style="list-style-type: none"> <li>▪ Equipment and sockets should be situated to avoid potential trip hazards,</li> <li>▪ Visually check cables of any electronic equipment supplied and report any defects.</li> <li>▪ Council to provide equipment required to work from home such as office chairs and accessories, mobile phone and laptop (ONLY to be used by the member of staff and for Council business); keyboard; office chair.</li> </ul> <p>In addition:</p> <ul style="list-style-type: none"> <li>▪ Take regular breaks</li> <li>▪ Daily staff catch ups via Teams</li> <li>▪ Rota to be implemented for rotating office working if required</li> </ul> <p>NOTE: As a home-worker you are responsible for keeping all documents and information associated with the council secure at all times.</p>	
	CLEANING				

## RISK ASSESSMENT COVID-19

14	Health & Safety of member of staff	Catching virus	Cleaner	<ul style="list-style-type: none"> <li>▪ Provided with gloves, face covering and appropriate cleaning materials</li> <li>▪ Working outside of office hours to avoid contact with staff</li> <li>▪ Cleaning plan in place</li> <li>▪ Regular communication with line manager to ensure all equipment necessary is provided and duty of care is being followed</li> </ul>	Tolerable
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**Version control**

<b>HWPC Office Risk Assessment (Covid-19)</b>	Georgina Morgan-Denn Chief Officer to Council	Adopted at Full Council 23rd June 2020 FC 028.9  Updated 2 September 2020; 30 November 2020; 07 January 2021; 22 June 2021, 19 <sup>th</sup> July 2021
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## HEALTH & SAFETY – CHECKLIST COVID19 (completed weekly by Finance Officer)

Office: Covid-19 Check list

Week Commencing: _____	Monday		Tuesday		Wednesday		Thursday		Friday	
Only essential employees on site										
Only essential visitors on site										
Soap / Hand Sanitizer / Wipes / Blue Paper Towels Top-Up										
Staggered breaks & lunchbreaks in place (not reqd)										
Social Distancing being observed										
Social distancing measures marked out in place for high risk areas (only staff in so not reqd as they take a/c of social distancing)										
Staff wear gloves and masks as reqd										
	<b>AM</b>	As reqd during the day	<b>AM</b>	As reqd during the day &	<b>AM</b>	As reqd during the day	<b>AM</b>	As reqd during the day	<b>AM</b>	As reqd during the day &
Thorough Cleaning Regime:	Cleaner does Fri (eve)	By Office Staff	By Office Staff	Evening by Cleaner	Cleaner does Tues (eve)	By Office Staff	By Office Staff	By Office Staff	By Office Staff	Evening by Cleaner
▪ Taps and washing facilities										
▪ Toilet flush and seats										

**HEALTH & SAFETY – CHECKLIST COVID19 (completed weekly by Finance Officer)**

▪ Door handles and push plates										
▪ Hand rails										
▪ Furniture and equipment controls										
▪ Tables/chairs, kitchens										
Any notifications of someone falling ill?	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Reason for remaining open										
Management Sign Off										

This Policy aligns with Swindon Borough Council (30 June 2020 v1) Local Management Outbreak Plan produced by Public Health Team to be found here: M:\Policy & Finance\current policies

## APPENDIX 1 RISK ASSESSMENT METHODOLOGY

Potential hazards which have been identified are each given a “risk rating” based on the “likelihood and severity” using a 4 x 4 matrix as shown below. Proposed actions are identified, which mitigate each task hazard. The risk rating is then re-evaluated, assuming implementation of the control measure.

The four levels of “severity” are fined as:

<b>HARMLESS</b>	Not known to cause any harm
<b>SLIGHTLY HARMFUL</b>	Superficial injuries, dust irritation, temporary discomfort
<b>HARMFUL</b>	Lacerations, burns, concussion, sprains, RIDDOR reportable
<b>EXTREMELY HARMFUL</b>	Amputations, major fractures, fatal injuries

The four levels of “likelihood” are defined as:

<b>EXTREMELY UNLIKELY</b>	Not known to have happened at work. Frequency of occurrence is much less that once in 10 years.
<b>HIGHLY UNLIKELY</b>	Frequency of occurrence is less that once in 10 years.
<b>UNLIKELY</b>	Has happened before and/or is likely to occur within next 10 years
<b>LIKELY</b>	Event to be expected within the next 12 months

The matrix of severity and likelihood to determine the “risk rating” is defined as:

	<b>EXTREMELY UNLIKELY</b>	<b>HIGHLY UNLIKELY</b>	<b>UNLIKELY</b>	<b>LIKELY</b>
<b>HARMLESS</b>	<b>NO RISK</b>	<b>TRIVIAL</b>	<b>TRIVIAL</b>	<b>TOLERABLE</b>
<b>SLIGHTLY HARMFUL</b>	<b>TRIVIAL</b>	<b>TRIVIAL</b>	<b>TOLERABLE</b>	<b>MODERATE</b>
<b>HARMFUL</b>	<b>TRIVIAL</b>	<b>TOLERABLE</b>	<b>MODERATE</b>	<b>SUBSTANTIAL</b>
<b>EXTREMELY HARMFUL</b>	<b>TOLERABLE</b>	<b>MODERATE</b>	<b>SUBSTANTIAL</b>	<b>INTOLERABLE</b>

The definitions for the “risk ratings” are defined as:

<b>NO RISK</b>	No action required. No documentary records kept other than risk assessments.
<b>TRIVIAL</b>	No action required. No documentary records kept other than risk assessments.
<b>TOLERABLE</b>	No additional controls are required. Considerations may be given to a more cost-effective solution or improvement that imposes no additional cost burden. Monitoring is required to ensure that the controls are maintained.
<b>MODERATE</b>	Efforts should be made to reduce the risk, but costs of prevention should be carefully measured and limited. Risk reduction measures should be implemented within a defined time period. Where the moderate risk is associated with extremely harmful consequences, further assessment may be necessary to establish more precisely the likelihood of harm as a basis for determining the need for improved control measures.

**APPENDIX 1**  
**RISK ASSESSMENT METHODOLOGY**

<b>SUBSTANTIAL</b>	Work should not be started until the risk has been reduced. Considerable resources may have to be allocated to reduce the risk. Where the risk involves work in progress, urgent action should be taken.
<b>INTOLERABLE</b>	Work should not be started or continued until the risk has been reduced. If it is not possible to reduce the risk even with unlimited resources, work has to remain prohibited.