

Corporate risk approach to easing of lockdown restrictions

Covid-19 is a serious operational and health and safety issue, and the Council is committed to providing as far as possible Covid Secure environments for its residents, and workplaces and ways of working for staff, in line with Government and Public Health England guidance.

We are proposing a four-step risk assessment approach to this.

Step 1 – Corporate Covid-19 Risk Assessment

This is the Council's Borough-wide response to health and safety aspects of working with Coronavirus in line with current Government/PHE guidance. It sets out our general safety precautions for how and where we will conduct our work and deliver services. The corporate risk assessment will be published on the Council's website.

Step 2 – Activity-specific Covid-19 Risk Assessments

These are activity-specific example risk assessments, designed to serve as a basis for Group Risk Assessments, which will describe the local arrangements in directorates, services and teams to put resident and staff safety first in all aspects of our work. These risk assessments cover:

- Home visits,
- Working outdoors
- Travel and working with vehicles
- Plant rooms, warehousing and storerooms
- Offices and similar environments.

Each Directorate will be responsible for examining these and adapting those which relate to the specific needs of local services. Completed risk assessments should be returned to the Corporate Health and Safety team and shared with staff and trade unions. Support and training in carrying out these risk assessments will be provided jointly by HR and the Corporate Health and Safety service.

Step 3 – Premises Covid-19 Risk Assessments

The Workplace and Facilities and Social Investment & Property teams are responsible for maintaining up to date risk assessments Council buildings which remain open and further risk assessments will be undertaken as proposals to re-open buildings are brought forward. Each Council building will display a Covid-19 secure poster to confirm that measures have been taken to reduce the risk.

Advice and support will also be provided for non-core buildings.

Step 4 – Individual Covid-19 Risk Assessments

These are being produced by the HR Department and will provide information and a support mechanism for managing risks associated with travel, health conditions and other aspects that might concern staff about returning to work. This is supported by guidance (attached) which is based on current government guidance.

Another essential issue in the council's response to Coronavirus is the ability to work effectively and safely from home. HR is also leading on the homeworking policy, which covers employment, wellbeing and safety aspects of working from home.