



COVID-19 RISK ASSESSMENT

Assessment Reference No.	COVID-19 (v. 27) dated 9.5.22	Area or Activity Assessed:	Company-Wide To be read in conjunction with our service-specific arrangements.
Original Assessment Date:	20th May 2020		
Persons who may be affected by this activity	Workers, Service Users, Customers, Contractors and Visitors		

PRINCIPLES AND CONTEXT OF THIS RISK ASSESSMENT

Edsential remains committed to taking a sensible, cautious and compliant approach to managing the Covid-19 virus. The company is continuing to stay abreast of the latest Covid-19 requirements, guidance and good practices to ensure that all workers, customers, visitors and local communities remain as safe as possible. The Management Team remain fully committed to ensuring the systems of control and arrangements for Covid-19 and other respiratory infections are fully resourced.

The response to Covid-19 for the Edsential operations in England are being managed in accordance with the government’s Covid-19 Response- Living with Covid-19 plan. The requirements in Wales are slightly different to those in England and Edsential is continuing to follow the Welsh guidance detailed in the Together for a Safer Future - Long term covid-19 transition from pandemic to endemic plan.

There is no formal requirement for a company-wide Covid-19 risk assessment but Edsential has taken the business decision to maintain its company-wide Covid-19 risk assessment in the short term to manage and ensure compliance with all our legal obligations. Further operational details are contained in our service-specific risk assessments and/or safe systems of work which supplement this document, and these are available on request.

The systems of control outlined in this document set out the measures that all Edsential workers should follow.

If anyone has any issues, concerns or comments about our Covid-19 systems and arrangements they should notify the service/site manager or use our BeSafe system (where available) in a timely manner. All matters will be dealt with confidentially and as a matter of priority.

Section 1: Identify the Hazard

1.	Transmission & contracting Covid-19	✓	2.	Transmission through contact with other people	✓	3.	Transmission through contact with touch points	✓	4.	Compliance with all other statutory H&S requirements e.g. fire, first aid etc	✓
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Section 2: Risk Controls

What are the hazards?	Who might be harmed	Risk	Pre-Control Risk Rating (Likelihood x Severity)	Controls Required	Post-Control Risk Rating (Likelihood x Severity)
Contracting & spreading Covid-19	Workers Customers Contractors Drivers (in & out of sites) Visitors	Contracting or spreading Covid-19 through contact with other people or contaminated surfaces	2 x 3 = 6	<p><u>Workplaces</u></p> <p>All workers are following the latest government guidance/requirements on work outside the home.</p> <p>We will ensure that our workplaces are as safe as possible to reduce the spread of respiratory infections such as Covid-19 and flu so far as practicable, following the latest working safely requirements:-</p> <p>In England: COVID-19 Response: Living with COVID-19 - GOV.UK (www.gov.uk)</p> <p>In Wales: Public health guidance for employers, businesses and organisations: coronavirus GOV.WALES</p> <p>As a result of a staff survey, we have introduced a new hybrid working model for some staff, which involves a mixture of both office and home-based working. All other staff continue to work as and where required by their line manager. Everyone should continue to follow local, setting specific Covid-19 control measures wherever they work.</p>	1 x 3 = 3

				We are continuing to consult our workers to ensure their working arrangements meet both business and individual needs. We remain responsive to all workers' needs.	
Contracting Covid-19	Those workers considered at higher risk of contracting the virus.	Contracting or spreading Covid-19 through contact with other people or contaminated surfaces	2 x 3 = 6	<p><u>Members of staff who are at risk of serious illness from Covid-19</u></p> <p>We continue to respect those workers who are at a greater risk of illness from Covid-19, for example people who have a weakened immune system in accordance with the latest requirements:-</p> <p>In England: COVID-19: guidance for people whose immune system means they are at higher risk - GOV.UK (www.gov.uk) Reasonable adjustments for workers with disabilities or health conditions - GOV.UK (www.gov.uk) In addition, in Wales: COVID-19 workforce risk assessment tool GOV.WALES</p> <p>The company has put systems in place so that workers know to notify their manager if they fall into any higher-risk category, including those who may be pregnant.</p> <p>We will continue to support these workers by discussing their individual needs and taking any additional precautions advised by the government or their clinicians.</p> <p>The new and expectant mothers are signposted to the latest NHS guidance: Pregnancy and coronavirus (COVID-19) - NHS (www.nhs.uk)</p> <p>We will carry out a pregnancy risk assessment to accordance with the Management of Health and Safety at Work Regulations (1999) and will consider adapting duties and/or facilitating home working as appropriate to further mitigate the risks.</p>	1 x 3 = 3

Contracting Covid-19	Workers	Contracting or spreading Covid-19 through contact with other people or contaminated surfaces	2 x 3 = 6	<p><u>Workers who develop symptoms</u></p> <p>We acknowledge the symptoms of Covid-19 and other respiratory infections are very similar so it is not possible to tell if you have Covid-19, flu or another infection based on symptoms alone.</p> <p>Symptoms of Covid-19, flu and common respiratory infections include:</p> <ul style="list-style-type: none"> • continuous cough • high temperature, fever or chills • loss of, or change in, your normal sense of taste or smell • shortness of breath • unexplained tiredness, lack of energy • muscle aches or pains that are not due to exercise • not wanting to eat or not feeling hungry • headache that is unusual or longer lasting than usual • sore throat, stuffy or runny nose • diarrhoea, feeling sick or being sick <p><u>For those in England:</u></p> <p>If a member of staff is unwell with symptoms of a respiratory infection, such as Covid-19, we support them to follow the guidance for people with symptoms of a respiratory infection such as Covid-19: People with symptoms of a respiratory infection including COVID-19 - GOV.UK (www.gov.uk). This includes getting plenty of rest and drinking water to keep hydrated and using medications such as paracetamol to help with the symptoms.</p> <p>We recommend that all of our staff undertake a Covid-19 test and if this is positive then try to stay at home and avoid contact with other people.</p>	1 x 3 = 3
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			<p>They should try to work from home if they can. If they are unable to work from home, they should talk to their line manager about options available to them.</p> <p>If they have symptoms of a respiratory infection and have a high temperature or do not feel well enough to go to work or carry out normal activities, they should try to stay at home and avoid contact with other people, until they no longer have a high temperature (if they had one) or until they no longer feel unwell. They should keep their line manager fully informed of their condition.</p> <p>It is particularly important they avoid close contact with anyone who they know is at higher risk of becoming seriously unwell, <u>whose immune system means that they are at higher risk of serious illness, despite vaccination.</u></p> <p><u>For those in Wales</u> they should follow the government guidance in Wales: Self-isolation: guidance for people with COVID-19 and their contacts GOV.WALES.</p> <p>If they are unwell with any of the main symptoms of Covid-19 (a high temperature; a continuous cough and a loss or change of taste or smell), they should self-isolate and take a lateral flow test (LFT) and self-isolate until they get their test result.</p> <p>If they have a negative LFT test they should leave self-isolation immediately and inform their line manager.</p> <p>If they test positive they should self-isolate for 5 full days. Day 1 is the day after symptoms started or the day they had the test if they do not have symptoms (whichever is earlier).</p>	
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				<p>The process is:-</p> <p>Take a lateral flow test (LFT) on day 5. If the day 5 LFT is negative report the LFT result.</p> <p>Take another LFT on day 6.</p> <p>If the day 6 result is also negative and they do not have a high temperature, they can leave self-isolation on day 6 as the risks they are still infectious is much lower. They should safely return to work and their normal routine.</p> <p>If they still have a high temperature or feel unwell, they should continue to self-isolate until it returns to normal, or they feel better.</p> <p>If the day 5 or 6 LFT test is positive, report the LFT result and continue taking daily LFTs until they get 2 negative tests in a row, taken a day apart, or until day 10 – whichever is sooner.</p> <p>They do not need a negative LFT test on day 10 to leave self-isolation. If they still have a high temperature or feel unwell, they should continue to self-isolate until it returns to normal, or they feel better. If they do not have symptoms but test positive they should continue to take part in our local workplace testing arrangements, as applicable.</p> <p>If any person on our premises presents themselves with serious symptoms whilst on our premises, we will call the emergency services.</p> <p>We expect our workers to keep their line manager fully informed if they are absent from work due to any Covid-19 related absence.</p> <p><u>International travel</u></p> <p>For those staff who have travelled abroad we expect them to follow all the latest government requirements:-</p> <p>For England: Travel abroad from England during coronavirus (COVID-19) - GOV.UK (www.gov.uk)</p>	
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				<p>For Wales: International travel to and from Wales: coronavirus GOV.WALES</p> <p><u>Testing</u></p> <p>Edsential continue to promote and strongly encourage regular Covid-19 testing to staff, where available and in line with the government guidance.</p> <p>We will support those workers who choose to get involved but acknowledge that attendance is a personal choice and staff are entitled to make their own, informed decision on participation.</p> <p>Appropriate work-related Covid-19 incidents will be reported onto our Selima (HR) system and/or Prime (accident/incident) reporting system.</p> <p>We fully support and engage with all Public Health and Local Authority agencies regarding the compliant management of the virus.</p>	
Contracting Covid-19	All workers	Contracting or spreading Covid-19	2 x 3 = 6	<p>COVID-19 VACCINATION</p> <p>The company has a Covid-19 Vaccination Policy (available on the Selima system) that follows the COVID-19 vaccination guide and is strongly encouraging and promoting the vaccine to all workers. Staff can take time off work to attend a vaccination appointment (subject to their line manager's approval) if they are not able to get an appointment out of work hours.</p> <p>Workers who have received the vaccine are being reminded not to become complacent and continue implementing all infection prevention and control measures.</p>	1 x 3 = 3
Spread of Covid-19	Workers Customers	Contracting or spreading	2 x 3 = 6	<p><u>Work in our Workplaces</u></p>	1 x 3 = 3

	Contractors Drivers (in & out of sites) Visitors	Covid-19 through contact with other people or contaminated surfaces in our workplaces		<p>We manage and maintain our workplaces to the highest standards and these are maintained in line with relevant guidance:-</p> <ol style="list-style-type: none"> 1. For our Premises in England: Reducing the spread of respiratory infections, including COVID-19, in the workplace - GOV.UK (www.gov.uk) 2. For our premises in Wales: Public health guidance for employers, businesses and organisations: coronavirus GOV.WALES <p>If anyone has any issues, concerns or comments about our Covid-19 secure arrangements in these workplaces they should notify the service/site manager, their line manager or use our BeSafe system (where available) in a timely manner. All matters will be dealt with confidentially and as a matter of priority.</p>	
Spread of Covid-19	Workers Customers Contractors Drivers (in & out of sites) Visitors	Contracting or spreading Covid-19 through contact with other people or contaminated surfaces	2 x 3 = 6	<p><u>Reasonable measures to minimise the risk of exposure to coronavirus</u></p> <p>In England: UKHSA continues to advise some important and sensible public health behaviours that can help mitigate the risks of catching the virus. These include getting vaccinated, ventilating indoor spaces, wearing a face covering or mask in crowded and enclosed spaces, keeping up good cleaning practices and good hand and respiratory hygiene – such as covering your nose and mouth when coughing or sneezing. Edsential continues to reinforce these messages to all workers.</p>	1 x 3 = 3

				<p>In Wales: To help keep people safe and ensure reasonable measures are taken to minimise the risk of exposure to, and the spread of, Covid-19, Edsential continues to follow the guidance Keep Wales safe at work [HTML] GOV.WALES and consider the following:-</p> <ul style="list-style-type: none">• sufficient ventilation• robust cleaning and personal hygiene practices• regular training• physical distancing• enabling working from home• exclusion of symptomatic individuals and those who have tested positive for coronavirus• supporting vaccine take up <p><u>Hand Hygiene</u></p> <p>To help everyone maintain good hand hygiene we:-</p> <ul style="list-style-type: none">• Provide regular reminders and signage to maintain hygiene standards.• Provide hand sanitiser in multiple accessible locations, as well as washrooms (and consider the needs of people with disabilities).• Set clear use and cleaning guidance for toilets, as applicable• Enhance cleaning in busy areas, as applicable• Provide suitable waste facilities along with more frequent rubbish collection, as applicable• Provide hand drying facilities: paper towels, continuous roller towels or electrical dryers.• Keep the facilities well ventilated, for example, by opening windows and vents where possible.	
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			<p>We advise all workers to check their skin for dryness and cracking and to report to us if there is a problem.</p> <p><u>Respiratory Hygiene</u></p> <p>Workers are reminded (and posters displayed) of good respiratory hygiene and to catch coughs and sneezes in tissues – following the Catch it, Bin it, Kill it - and to avoid touching their face, eyes, nose or mouth with unclean hands. Where tissues are not available they are advised to cough into crook of their elbow.</p> <p><u>Cleaning</u></p> <p>We appreciate that regular cleaning plays a vital role in limiting the transmission of all respiratory infections and all our workplaces are maintained to a high standard.</p> <p>We are:-</p> <ul style="list-style-type: none">• Reducing clutter and removing difficult to clean items• Cleaning work areas and equipment between uses, using our standard cleaning products .• Frequently cleaning objects and surfaces that people touch regularly, particularly in bathrooms and communal kitchens.• Clearing workspaces and removing waste and belongings from the work area at the end of a shift. <p>As a minimum, frequently touched surfaces will be regularly wiped down.</p> <p>Workers are encouraged to keep their work areas clear, undertake reasonable DIY cleaning and keep their personal belongings in the workplace to a minimum.</p>	
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Spread of Covid-19 by not social distancing	Workers Customers Contractors Drivers (in & out of sites) Visitors	Contracting or spreading Covid-19 through contact with other people	2 x 3 = 6	<p><u>Reducing contact for workers</u></p> <p>We regularly review the arrangements for our workers to move between groups and establishments and visit/work with more than 1 group and/or establishment per day.</p> <p>All workers who regularly move between sites and groups should be extra vigilant and follow all Edsential risk assessments, local establishment protocols and any other recommended safe practices to ensure they remain safe and reduce the risk of spreading respiratory infections.</p>	1 x 3 = 3

				<p><u>Sharing Work Equipment</u></p> <p>The sharing of work equipment should be avoided where possible. If equipment has to be shared we encourage our staff to thoroughly clean/disinfect it between users.</p>	
Spread of Covid-19	Workers Customers Contractors Drivers (in & out of sites) Visitors	Contracting or spreading Covid-19 through contact with other people	2 x 3 = 6	<p><u>Face Coverings & Personal Protective Equipment (PPE)</u></p> <p>All our workers will follow the latest Government/Public Health guidance on the use of face coverings to protect against Covid-19 including:</p> <p>In England: wearing a face covering in crowded and enclosed spaces, especially where they come into contact with people they do not usually meet. And in Wales: Following the requirements and guidance set out in Face coverings: guidance for public GOV.WALES</p> <p>In line with current advice, Edsential workers maintain a flexible and adaptable approach to the wearing of face coverings in our customers premises and will wear them as and when required or recommended by government and/or local requirements. Specific requirements on Edsential sites are detailed in our site specific arrangements.</p> <p>In line with government guidance, we will continue to support our workers who choose to wear a face covering to ensure they are used safely.</p> <p>We constantly review all our working practices to ensure the most up to date PPE and face covering practices are being followed.</p>	1 x 3 = 3

Non-compliance with statutory Regulations.	Workers Customers Contractors Drivers (in & out of sites) Visitors	Loss or personal injury	2 x 3 = 6	<p><u>Statutory Compliance Checks</u></p> <p>Edsential H&S policies and procedures remain valid along with all of our risk assessments, checks and inspection records which are transparent and are available on request.</p> <p>We maintain a program of planned and unplanned preventative maintenance to ensure we continue to remain compliant with statutory requirements, including routine site checks, food hygiene inspections, fire safety checks, legionella checks, electrical checks and inspections etc. We are maintaining our health surveillance checks.</p>	1 x 3 = 3
Spread of Covid-19	Workers Customers Contractors Drivers (in & out of sites) Visitors	Contracting or spreading Covid-19 through contact with other people or contaminated surfaces during travel to/from and for work	2 x 3 = 6	<p><u>Travel to/from work and work-related Travel</u></p> <p>We encourage people using our vehicles to, wherever possible:</p> <ul style="list-style-type: none"> • clean shared vehicles between shifts or on handover. • plan the journey and check the route • keep windows open for ventilation where it is possible • wash or sanitise hands regularly • avoid touching their face • cover their mouth and nose with a tissue or the crook of the elbow when coughing or sneezing • dispose of waste safely, including items such as used disposable face coverings <p>All workers should follow all requirements when travelling on public transport.</p>	1 x 3 = 3
Spread of Covid-19	Workers Customers Contractors	Contracting or spreading Covid-19	2 x 3 = 6	<p><u>Customers, Contractors and Suppliers</u></p>	

	Drivers (in & out of sites) Visitors	through contact with other people or contaminated surfaces		<p>We will co-operate with all of our customers, contractors and suppliers in an open and transparent manner to agree suitable joint working processes for the management of Covid-19 and all respiratory illnesses.</p> <p>Our workers will follow local rules, procedures and arrangements regarding hygiene, cleaning, reducing contact with others and any other working practices in all of our customers premises that we are made aware of.</p> <p><u>Visitors to our sites</u></p> <p>To make sure people understand what they need to do to maintain safety when they're on our sites we will:</p> <ul style="list-style-type: none"> • Provide clear guidance on how to reduce the risk of spreading Covid-19 or other respiratory illnesses to people either before or on arrival. • Consider the particular needs of those with protected characteristics, such as those who are hearing or visually impaired. 	
Spread of Covid-19	All workers	Musculo-skeletal disorders as a result of using DSE at home for a long period of time	2 x 3 = 6	<p><u>Working from Home</u></p> <p>We will continue to support our staff who are working from home to ensure all our statutory responsibilities are fulfilled: DSE use, provision of information and training on how workers can protect themselves e.g. set their workplaces up properly, taking regular breaks, stretching exercises etc.</p>	1 x 3 =3
Spread of Covid-19	All workers	Mental health and well-being affected through	2 x 3 = 6	<p><u>Stress and Mental Health</u></p> <p>Edsential actively promotes mental health & wellbeing awareness for all workers at all times. We stay in touch with all workers and keep them</p>	1 x 3 =3

		isolation or anxiety about coronavirus and its implications		<p>updated and involved and will offer reasonable support and make reasonable adjustments on request.</p> <p>Managers and workers are signposted to on-line resources on mental health and well-being during the crisis. These are available from the company's EAP provider and also:- Education Support - the mental health and wellbeing charity for education staff Mental Health Resource for Schools & Colleges Anna Freud Centre MindEd Hub</p> <p>Our internal communication channels and the cascading of messages through line managers is undertaken regularly (e.g. 1:1's, team meetings and catch-up's, updates on Selima & In the Loop staff newsletter) to reassure and support all workers.</p> <p>Access to our Employee Assistance Program continues and is available to all workers who have a need. The contact telephone number is 0808 1682143.</p>	
Spread of Covid-19	Workers Customers Contractors Drivers (in & out of sites) Visitors	Contracting or spreading CV-19	2 x 3 = 6	<p><u>Outbreak Management Plan</u></p> <p>We will take all necessary measures to comply with managing local or national outbreaks of Covid-19 local and/or national restrictions that are put in place to control any future Covid-19 outbreaks.</p> <p>If we experience any high levels of people with with Covid-19 or any other respiratory symptoms in our workplaces the actions detailed above will be reviewed and applied more rigorously, as appropriate.</p> <p>Outbreak management is considered in our service-specific contingency plans. The aim of these is to ensure all services continue to operate as normally as possible.</p>	1 x 3 =3

Risk Rating

S = SEVERITY

L = LIKELIHOOD

Degree of Risk (DR) = RISK x SEVERITY

**** Residual Risk (RR) = the level of risk that remains after suitable and sufficient control measures are introduced.**

LIKELIHOOD	SEVERITY
1= Low	1 = Slight
2= Medium	2 = Serious
3 = High	3 = Major

Risk Matrix			
Degree of Risk	1	2	3
1	1	2	3
2	2	4	6
3	3	6	9

Risk Score	Risk Rating	Actions Required
1 – 3	LOW	Continue to review working practises on a regular basis and implement any additional control measures required within the time scale given in the Risk Assessment.
4 – 6	MEDIUM	Implement control measures within time scale shown in risk assessment and review working practises on a regular basis. Review tooling and working practises used to reduce the probability of an accident to the lowest level possible. Employee consultation should be included in the review.
7 – 9	HIGH	DO NOT allow work to start and review working practises immediately. Implement all the additional control measures identified in the Risk Assessment within the given time scales. Continue to review and implement additional control

		measures until the probability of an accident is reduced to the lowest level possible. Employee consultation should be included in the review.
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Additional control measures have been identified and are required: NO

3. Additional Control Measures Required

I.D.	Additional Assessments Required	Time Scale	Date Actioned	Reviewed	Personal Responsible

Signed: Edsential Management Team

Date of review: 9th May 2022

Date for next review: On-going

4. Document Control - Amendments

Date	Amendments	Agreed by
27.5.20	1.Update GOV.UK link for vulnerable persons 2.Addition of NHS link for advice for New & Expectant Mothers 3.Addition of GOV.UK link for Interim Guidance for First Responders 4.Clarification on the requirement for face shields where a young person becomes unwell	Tracy Moore & Helen Tomassen
29.5.20	1.Addition of GOV.UK link for Test and Trace system 2.Addition of comment on of DIY cleaning	Tracy Moore & Helen Tomassen
7.7.20	1. Addition of new link for pregnant women 2. Addition of collection & temporary storage of lead visitor information for Track & Trace 3. Addition of link to advice and actions for schools for full opening in September 2020 4. Addition of Extra Care Home restaurants (and industry sector link)	Tracy Moore & Helen Tomassen

	<p>5. Addition of electronic paperwork for meetings</p> <p>6. Addition of measures for where workers work in more than 1 premises per day</p> <p>7. Addition of HSE link to face masks & coverings guidance</p> <p>8. Addition of new section on local lockdowns</p>	
5.8.20	<p>1.Update of classes of persons at risk (& terminology) to reflect HSE template risk assessment</p> <p>2. Addition of new link to latest COVID-Secure in 2020 poster</p> <p>3. Update work from home guidance ‘workers may go to work as long as the workplace is Covid-Secure, but should carry on working from home wherever possible’</p> <p>4.Update measures regarding workers who are in a clinically extremely vulnerable group (and have been shielding) to reflect the pause in these guidelines</p> <p>5.Addition of measure ‘to provide information to workers so they know to notify us when they fall into one of the special categories e.g. clinically extremely vulnerable, people self-isolating, with symptoms or groups who may be at higher risk of poorer outcomes e.g. pregnant’</p> <p>6.Addition of new measure for anyone with issues, concerns or comments to notify their line manager or site/service manager</p> <p>7.Update GOV.UK link to latest working in education, childcare and children’s social care guidance</p> <p>8.Re-evaluation (lowering) of risk rating for PPE, First Aid, DSE & local lockdowns</p>	Tracy Moore & Helen Tomassen
27.8.20	<p>1.Minor amendments to grammar</p> <p>2. In line with current government guidelines we will take ‘reasonable measures to ensure compliance with the law’ regarding our COVID-19 measures</p> <p>3. Statement added to acknowledge Government guidance that social distancing measures are not ‘all or nothing’ and that even partially implemented will offer some benefits.</p> <p>4.Amendment to reflect latest government guidance on the wearing of face masks in education settings.</p>	Tracy Moore, Helen Manger, Alison Wolden, Natasha Powell, Andrew Allmark, Helen Tomassen
17.9.20	<p>1.Replace/addition to reference ‘many of our workplaces are reopening’ and link to latest relevant GOV.UK guidance</p> <p>2. Addition of update link to latest RCOG advice for pregnant workers</p> <p>3.Addition of reference to CWC PHE NW Schools resource pack & CWC schools process map</p> <p>4. Addition of GOV.UK link to new statutory ‘Rule of 6’ requirements contained in ‘Meeting others outside the home’</p> <p>5.Addition of link to GOV.UK guidance ‘Safer travel guidance for passengers’</p>	Tracy Moore & Helen Tomassen

28.9.20	<ol style="list-style-type: none"> 1.Work from home guidance in line with latest government requirements 2.Requirement for staff to keep managers informed of test arrangements and isolation requirements 3.Requirement for face coverings - Employers requirements to provide and steps to take reasonable steps to remind people to wear face coverings where they are mandated. 4. Requirement for face coverings - Exceptions 5.Statutory checks - addition of health surveillance 6.Addition of EAP telephone number 	Tracy Moore, Helen Manger, Alison Wolden, Natasha Powell, Helen Tomassen
22.10.20	<ol style="list-style-type: none"> 1. Minor amendments in grammar 2.Clarification of face coverings – to ensure it reflects latest requirements 3.Clarification of vehicle requirements – Edsential vehicles. 	Tracy Moore, Helen Manger, Alison Wolden, Natasha Powell, Helen Tomassen
13.11.20	<ol style="list-style-type: none"> 1.Amendments to reflect the additional measures required due to national restrictions in place until 2 December 2020. 2. Addition of over 60's as a group identified at higher risk of severe outcomes. 	Tracy Moore, Helen Manger, Alison Wolden, Natasha Powell, Helen Tomassen
2.12.20	<ol style="list-style-type: none"> 1.Removal of reference to the national restrictions that came to an end on 2 December. 2.Addition of reference and link to Guidance for the Christmas period. 	Tracy Moore, Helen Manger, Alison Wolden, Natasha Powell, Helen Tomassen
6.1.21	<ol style="list-style-type: none"> 1.The latest government Stay at Home lockdown requirements (plus reference to the link to GOV.UK) 2.'Workers to work from home unless they cannot reasonably do so'. 3.Requirements added for clinically extremely vulnerable (CEV) and vulnerable workers. 4.Attendance for a COVID-19 vaccination 5.Update of reference to PHE NW Schools Resource Pack (version 4) 6.Workers have been made aware of the rapid (asymptomatic) testing program that is being rolled out in some schools 	Tracy Moore, Helen Manger, Helen Tomassen
1.3.21	<ol style="list-style-type: none"> 1.New section – Principles & Context of this Risk Assessment 2.New section – Higher Risk Groups 3.Updated advice on Clinically Extremely Vulnerable (CEV) 4.Addition of section on Pregnant and New Mothers Risk Assessment 5.Addition of requirements not to attend the workplace – quarantine after travel outside the travel corridor 6.Testing – clarified advice on staff use of asymptomatic testing 7.COVID-19 Vaccination – Strengthened sentence 'strongly encouraging the vaccine' 	Tracy Moore, Helen Manger, Alison Wolden, Natasha Powell, Helen Tomassen

	<p>8.Hand Washing – Clarified advice to ‘strongly encouraged’</p> <p>9.Ventilation – Addition of measures from ‘Schools Coronavirus COVID-19 Operational Guidance’</p> <p>10.Updated links to ‘Schools Coronavirus COVID-19 Operational Guidance’</p> <p>11.Minor updates in terminology to match latest school’s operational guidance document</p> <p>12. Clarified measures on Peripatetic staff who move between schools ‘mixing, interaction and contact with others and maintain as much distance as possible from other staff. Where face to face contact can’t be avoided it will be kept to as short a time as possible.’</p> <p>13.Mental Health – Addition of new resource links</p> <p>14.Clarification of internal communication channels and measures to include ‘make reasonable adjustments on request’</p> <p>15. National and/or Local Restrictions strengthened measures to include ‘revising our delivery models’ and ‘continue to operate as normally as possible’.</p>	
19.3.21	<p>1.Addition of wider set of COVID-19 symptoms (advice to get tested)</p> <p>2.Update reference to PHE NW Schools Resource Pack (version 5)</p> <p>3.Addition of link to ‘CW&C support & inspiration whilst self-isolating’ resource</p> <p>4. Addition of requirement to maintain COVID-19 testing during holiday periods</p> <p>5.Addition of reminder for workers who have received their vaccine ‘not to become complacent and continue implementing all infection prevention and control measures’.</p>	Tracy Moore, Helen Manger, Natasha Powell, Helen Tomassen
17.5.21	<p>1. Minor amendments in grammar</p> <p>2. Remove measures that clarify that those staff who are clinically extremely vulnerable and those living with the same can now attend work, where work from home is not possible (post 31.3.21)</p> <p>3. Updated gov.uk link to latest school’s operational guidance document</p> <p>4.Updated gov.uk link to COVID-19 testing privacy information</p>	Tracy Moore, Helen Manger, Helen Tomassen
17.6.21	<p>1.Addition of latest measures to tackle the delta variant in Cheshire West and Chester Borough added to the principles and context section of this risk assessment</p> <p>2. Updated gov.uk link to latest school’s operational guidance document</p> <p>3. Updated reference to NW Schools resource pack - to version 6</p>	Tracy Moore, Helen Manger, Helen Tomassen
21.6.21	<p>1. Addition of latest measures to tackle the delta variant also introduced in the Liverpool City region - added to the principles and context section of this risk assessment</p>	Helen Tomassen, Helen Manger
9.7.21	<p>1. Risk Assessment reviewed against Step 4 of Roadmap in England and Wales</p> <p>2. Review of hybrid working methods and gradual and phased return to offices</p>	Tracy Moore, Helen Manger, Natasha Powell, Helen Tomassen

	<p>3. Update of information for higher risk groups and those facing mental and physical health difficulties</p> <p>4. Services will nominate a SPOC where appropriate.</p> <p>5. New section – Changing rooms and showers</p> <p>6. Aligned wording on Hand Washing, Cleaning, Handling goods, merchandise and other materials, Ventilation and with that in Working Safely guidance. Consideration of CO2 monitors where appropriate.</p> <p>7. Removal of social distancing measures in the UK and introduction of Reducing contact for workers in-line with the latest Working Safely guidance.</p> <p>8. Updated face coverings guidance.</p> <p>9. Aligned wording on Travel to/from work and work-related Travel with that in Working Safely guidance.</p> <p>10. Clarified guidance on Visitors to our Sites with that in Working Safely guidance.</p>	
1.9.21	<p>1. Reviewed in line with latest government, DFE, HSE etc. guidance as at 31.8.21.</p> <p>2. Removal of section on enhanced response to Delta variant.</p> <p>3. Reviewed & re-rated risks in line with latest government guidance – social distancing, face coverings, requirement to self-isolate & outbreak management plans.</p> <p>4. Amended requirements for testing and isolation.</p> <p>5. Reviewed all requirements on social contact.</p> <p>6. Reviewed section work-related travel.</p>	Tracy Moore, Alison Wolden, Helen Tomassen
1.12.21	<p>1.Updated guidance on self-isolation to reflect Omicron variant.</p> <p>2.Update guidance on face coverings to reflect latest guidance in educational settings.</p>	Tracy Moore, Natasha Powell, Helen Tomassen
13.12.21	<p>1.Plan B – WFH – if you can. Sites open to those with a specific work-related need.</p> <p>2.Revised wording to reflect the requirements for Covid-19 contacts in England. Plus link to the Welsh government guidance.</p> <p>3.Reassessed risk rating for work in Edsential workplaces</p> <p>4.Minor additions/amendments to control measures to reflect latest guidance wording.</p>	Tracy Moore, Helen Tomassen
11.1.22	<p>1.Amended & clarification of testing requirements.</p> <p>2.Addition of Wales government guidance links</p> <p>3.Amended terminology double jabbed to fully vaccinated</p>	Tracy Moore, Helen Tomassen
17.1.22	<p>1.Amended self-isolation for those who live in England from Monday 17 January to five full days, as long as they test negative on day 5 and day 6.</p>	Tracy Moore, Helen Tomassen

27.1.22	<p>1. Move to Plan A in England (effective 27.1.22) & Alert Level 0 in Wales (effective 28.1.22).</p> <p>2. Edsential office based staff in England are no longer required to work from home & move to a hybrid working model that involves a mixture of both office and home-based working (effective w/c 24.1.22)</p> <p>3. From Friday 28th January, people with COVID-19 in Wales can end their self-isolation after five full days, as long as they test negative on day 5 and day 6.</p>	Tracy Moore, Helen Tomassen
28.2.22	1.Amendments to reflect the government in England Living with Covid-19 plan. Changes in requirements for: self-isolation, close contacts, lateral flow testing and asymptomatic testing in educational settings.	Tracy Moore, Alison Wolden, Helen Tomassen
19.4.22	<p>1.Amendments to reflect the government guidance in Wales, detailed in the Together for a Safer Future - Long term covid-19 transition from pandemic to endemic plan.</p> <p>2.Amendments to reflect the change in the requirements in England from 1 April 2022.</p>	Tracy Moore, Alison Wolden, Helen Tomassen
9.5.22	<p>1.Updated to reflect latest requirements in Wales</p> <p>2.All links checked and updated, as appropriate</p>	Tracy Moore, Helen Tomassen