

HEALTH AND SAFETY RISK ASSESSMENT FORM			
Risk Assessment for Novel Coronavirus (Covid-19)		Assessment undertaken by:	Business Continuity Team
Date of Assessment:	Sept 2021	Review Date:	November 2021 or earlier if need arises

Please use this for to assess generic or specific tasks, work activities or equipment. The person undertaking the assessment must be competent to do so.

HAZARDS	WHO COULD BE HARMED AND HOW?	WHAT ARE YOU DOING ALREADY?	WHAT FURTHER ACTION IS NECESSARY?	BY WHOM	BY WHEN	COMPLETED (DATE)
Transmission of virus to and between workers and other people - Gateway offices.	Staff.	Advice and guidance issued to staff as information emerged from Government.	Ongoing dialogue with staff regarding attendance at the office, associated guidance and related questions or concerns.	Line managers	Ongoing	
	Visitors to EAS office.	Issued external communications to stakeholders updating them on situation e.g. cancelling PL events.	Monitor situation regarding visitors to the Gateway offices and issue advice accordingly when deemed appropriate.	SMT/ Business Continuity Team	Ongoing	
	Anyone who physically comes in contact with staff members in relation to our work.	Introduced working from home for all staff with effect from 18 March 2020, including advising staff to undertake external visits/ meetings virtually if meetings proceed.	Monitor local lockdown situations if and when they emerge and advise staff accordingly.	SMT/ Business Continuity Team	Ongoing	
	Potential increased risk of virus transmission between people.					

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		<p>Plans drafted for return to the office in accordance with Government guidance and communicated to staff on 03 September 2020. Subsequent guidance documents issued throughout the year.</p> <p>Office based staff should continue to work from home with limited availability for desk space to be booked in offices if staff wish to do so (5 in main office, 4 in hot desk area and 3 in SMT area). Booking system created and communicated to staff on 03 September 2020 and subsequent communication issued in light of relevant government information.</p> <p>Social distancing to be observed at all times in offices by keeping 2 metres apart from others.</p>				

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		<p>Appropriate signage and floor markings in place with one-way system for moving around office and social distancing signage in place.</p> <p>Areas that are not to be used by staff will be closed off and clear signage provided.</p> <p>Only one person to permitted to be in the photocopier areas at any one time to ensure social distancing measures.</p> <p>Desks that can be used are clearly marked to observe social distancing and staff instructed to clean desks and equipment on desks before and after using.</p> <p>Cleaning products are available, and staff instructed to wipe down touch points including, but not exclusive of</p>				

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		<p>photocopiers, desks, DSE, keyboards. Staff instructed to bring allocated laptops, keyboards and mouse to office.</p> <p>Face covering guidance provided to staff who choose to wear face coverings when attending the office.</p> <p>All staff to complete the 'All Wales Workforce Risk Assessment Tool' to support and inform ongoing dialogues regarding mitigation and management of perceived risks.</p> <p>Shielding advice and associated information has been communicated to staff throughout the year based on Chief Medical Officer advice. Staff who were shielding are able to return to work if the environments are risk assessed to be 'COVID-</p>				

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		<p>secure' (have taken reasonable measures to minimise risk to employees and learners), although adults are advised to continue to work from home if possible. Staff who have been shielding should talk to their employer as early as possible about how they would be kept safe. Staff who do return to the workplace should strictly follow the social distancing measures in addition to the other safety measures put in place within the workplace.</p> <p>As part of ongoing dialogues, reviewing and considering workers whose protected characteristics might expose them to a heightened degree of risk, explore and discuss reasonable adjustments and ensure organisational steps taken do not have</p>				

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		<p>an unjustifiable negative impact on some groups.</p> <p>No visitors to attend the EAS offices, except in exceptional circumstances as agreed by SMT.</p> <p>Guidance provided to staff regarding self-isolation processes and the requirement to engage with test, trace, protect strategy if symptoms develop. Visits to office to be recorded in available log books.</p> <p>Staff encouraged to use modes of transport other than public transport. No car sharing to take place. Those who live within 5k of the building should consider walking or cycling (bike racks are available). Face coverings on public transport mandatory from 27 July 2020.</p>	<p>Review and update guidance on self-isolation processes.</p>	<p>HR</p>		<p>9.9.2021</p>

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		Live staff guidance documents available on SharePoint and staff notified when updates made regarding EAS response to Covid-19.	Review and update staff guidance documents where required.	HR		9.9.2021
Transmission of virus to and between workers and other people - external visits.	<p>Staff.</p> <p>Anyone who physically comes in contact with staff members in relation to our work.</p> <p>Potential increased risk of virus transmission between people.</p>	<p>Plans drafted to support the reopening of schools in accordance with Government guidance and communicated to staff.</p> <p>Guidance issued to staff through the course of the year relating to the undertaking of external visits and the processes to be followed, including the importance of not attending if Covid-19 symptoms develop and appropriate hygiene measures.</p> <p>Staff undertaking external visits should familiarise themselves with Local Authorities, schools/ settings and other external establishments risk</p>	<p>Ongoing dialogue with staff regarding external visit requirements and required protocols to be followed when undertaking visits.</p> <p>Monitor local lockdown situations if and when they emerge and advise staff accordingly.</p>	<p>Line managers</p> <p>SMT/ Business Continuity Team</p>	<p>Ongoing</p> <p>Ongoing</p>	

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		<p>assessments to understand protocols required to be followed.</p> <p>Staff required to adhere to establishment protocols and guidance when on an external visit, while having due regard for EAS guidelines and their own personal safety e.g. maintain 2 metre social distancing, hand hygiene, etc.</p> <p>All staff to complete the 'All Wales Workforce Risk Assessment Tool' to support and inform ongoing dialogues regarding mitigation and management of perceived risks.</p> <p>Shielding advice and associated information has been communicated to staff throughout the year based on Chief Medical Officer advice. Staff who were shielding are able to</p>				

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		<p>return to work if the environments are risk assessed to be 'COVID-secure' (have taken reasonable measures to minimise risk to employees and learners), although adults are advised to continue to work from home if possible. Staff who have been shielding should talk to their employer as early as possible about how they would be kept safe. Staff who do return to the workplace should strictly follow the social distancing measures in addition to the other safety measures put in place within the workplace.</p> <p>As part of ongoing dialogues, reviewing and considering workers whose protected characteristics might expose them to a heightened degree of risk, explore and discuss</p>				

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		<p>reasonable adjustments and ensure organisational steps taken do not have an unjustifiable negative impact on some groups.</p> <p>Guidance provided to staff regarding self-isolation processes and the requirement to engage with test, trace, protect strategy if symptoms develop. Undertaking of external visits to be recorded centrally within EAS and any required protocols to be followed when undertaking external visits e.g. completion of signing in books.</p> <p>Staff encouraged to use modes of transport other than public transport. No car sharing to take place. Those who live within 5k establishment to be visited should consider walking. Face coverings on public transport were mandatory from 27 July 2020.</p>	<p>Review and update (where required) the external visits guidance</p>	<p>HR</p>		<p>9.9.2021</p>

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		<p>Face covering guidance provided to staff who choose to wear face coverings/ are required to wear them due to protocols required in establishment being visited.</p>				
<p>Poor hygiene practices within the workplace.</p>	<p>Staff. Visitors to EAS office. Anyone who physically comes in contact with staff members in relation to our work. Potential increased risk of virus transmission between people.</p>	<p>Advice to staff regarding appropriate handwashing, including active encouragement to increase frequency of handwashing as part of return to work planning. Hand washing facilities with soap and water in place. Signage displayed to remind staff to 'catch it, bin it, kill it'. Hand gel and sanitising wipes provisioned for shared office spaces. Sanitising stations located at entry and exit points</p>	<p>Ongoing monitoring of Government advice regarding required hygiene practices and any advised use of PPE.</p>	<p>SMT/ Business Continuity Team</p>	<p>Ongoing</p>	

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		<p>and outside shared areas e.g. toilets.</p> <p>Social distancing to be observed at all times by keeping 2 metres apart from others.</p> <p>Cleaning products are available, and staff instructed to wipe down touch points including, but not exclusive of, photocopiers, desks, DSE, keyboards.</p> <p>Disposable gloves are available for staff handling post, shared equipment, etc. if preferred.</p> <p>No food preparation in kitchen permitted & one person only permitted to use kitchen at any one time. Staff should bring in their own food & drinks to avoid unnecessary touchpoints. Staff permitted to use hot and</p>				

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		<p>cold-water taps for drinks and sink taps.</p> <p>Staff instructed to not bring non-essential items into the offices or on external visits. Any items to be cleaned before and after visit.</p> <p>Government advice regarding general cleaning for non-healthcare settings where no one has symptoms of, or confirmed Covid-19, indicates that laundry should be washed in accordance with the manufacturer's instructions and there is no additional washing requirement above what would normally be carried out. Staff made aware of this to enable consideration of items worn to work.</p> <p>Staff instructed to keep windows open at all times in the offices to ensure fresh air ventilation.</p>				

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		<p>Landlord has confirmed air conditioning in offices is a fresh air system and offices are individually controlled. HSE guidance indicates low risk.</p> <p>Staff who choose to wear face coverings in the office/ wear them on external visits in accordance with protocols required of establishment made aware of how to use them safely.</p>				
<p>Ineffective cleaning routines within the workplace.</p>	<p>Staff. Visitors to EAS office. Anyone who physically comes in contact with staff members in relation to our work. Potential increased risk of</p>	<p>Liaise with landlords regarding cleaning provision e.g. increased cleaning of high use areas such as door handles, etc. Landlord has confirmed increased cleaning of communal areas and cleaning of desks and equipment in offices at the end of each working day. Landlord responsible for emptying bins at the end of the day.</p>				

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	virus transmission between people.	<p>Consideration of Government advice regarding cleaning.</p> <p>Increase cleaning of desks and shared equipment by staff before and after use. Use of shared items limited and removed the need to share certain items where possible e.g. keyboards. Guidance provided to staff.</p> <p>Specific cleaning requirements confirmed in instances of suspected cases or following notification of contact through test, trace, protect processes.</p>				
Prolonged period of home working.	Staff – staff are not used to working from home on a frequent and ongoing basis.	Homeworking guidance issued to staff to support working from home including DSE guidance, safety considerations and wellbeing guidance.	Review homeworking guidance regularly and respond to concerns raised by staff.	HR	Ongoing	

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	<p>Managers may be unfamiliar with how to manage staff and teams remotely.</p> <p>Working space may be sub optimal in a home environment.</p> <p>Working from home and the current circumstances may cause staff to experience feelings of isolation, loneliness, anxiety, and stress.</p> <p>Staff may need to develop new skills to enable them to work effectively from home.</p> <p>Other members of household –</p>	<p>Staff able to take home office based equipment at outset of working from home period e.g. monitors, keyboards, chairs.</p> <p>Staff advised to speak to managers regarding any concerns.</p> <p>Guidance to managers issued regarding appropriate support for staff including regular check ins.</p> <p>Managing Pressure at Work guidance available on SharePoint and Wellness Action Plan templates available for staff/ managers.</p> <p>Managers reminded to encourage staff to take regular breaks from work including periods of leave.</p> <p>IT available to provide remote support staff</p>	<p>Roll out DSE assessment and Healthy Working Assessments to staff</p>	<p>HR</p>	<p>October 2021</p>	

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	<p>impact on family relationships.</p> <p>Staff are required to balance their working commitments with caring responsibilities.</p>	<p>regarding technical issues and set up.</p> <p>Recognition that staff members balancing working at home with family circumstances – managers advised to be supportive. Focus on wellbeing of staff members.</p> <p>Access to Employee Assistance Programme.</p> <p>Impact of home working isolation considered as part of return to work plans and supported by the introduction of a desk booking system if staff wish to attend the office.</p> <p>Introduction of EAS Our Wellbeing Commitments document in June 2021 highlighting the importance of regular breaks.</p>				

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Wellbeing could be impacted.	Staff – worry about situation, increased isolation affecting health and wellbeing.	<p>Regular communication to staff ahead of and during period of working from home, including sharing communications from Welsh Government.</p> <p>Meetings with Wellbeing Focus Group.</p> <p>Distribution of a wellbeing playlist signposting a range of guidance and support available to staff.</p> <p>Maintaining and developing the Engaging and Connecting hub on Microsoft Teams.</p> <p>Access to Employee Assistance Programme.</p> <p>Wellbeing of staff to be considered as part of return to office plans e.g. ability to book a desk in the office implemented as part of this. Ongoing dialogues with line managers encouraged to</p>	Ongoing development of wellbeing strands as new information emerges.	HR	Ongoing	

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		<p>address any staff concerns regarding returning to the workplace.</p> <p>Introduction of monthly in person team meetings in the office from September 2021 in order to increase wellbeing support to staff and connectivity and reduce time spent on screens. Staff encouraged to discuss concerns regarding in person meetings with their line manager prior to attending, including, where applicable, any requirements relating to individual risk assessments.</p> <p>Introduction of EAS Our Wellbeing Commitments document in June 2021 highlighting the importance of maintaining contact and regular breaks.</p>				

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<p>Negative impact on stakeholder relationships.</p>	<p>Relationships between staff and stakeholders if situation was felt to be poorly handled.</p>	<p>Regular communication to stakeholders as situation emerged including signposting ways of contact EAS staff for support.</p> <p>EAS teams have responded to situation and established new ways of working with stakeholders as required e.g. distance learning strategy.</p> <p>Cancellation of face to face training events and communication associated with this.</p> <p>Office phone lines diverted to staff working remotely.</p> <p>Where stakeholders require in person meetings / PL, discussions are held to confirm arrangements and meeting is accommodated where possible, in line with EAS external visits guidance.</p>	<p>Review and consider the new ways of working with stakeholders and reflect on improvements to avoid snapback to old ways of working.</p> <p>Review how in person PL could operate moving forward.</p>	<p>SMT/ SLT</p> <p>Business Continuity Group</p>	<p>Ongoing</p> <p>November 2021</p>	

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Access to offices during period of office closure for urgent reasons.	Staff Visitors to EAS office. Anyone who physically comes in contact with staff members in relation to our work.	Only designated EAS staff can access the office for urgent reasons (no visitors). Designated staff are advised to maintain social distancing rules when attending the office and follow hand washing advice when entering and departing the building.	As offices reopen, guidance will enhance or supersede previously established protocols in this area.	SMT/ Business Continuity Team		
Ineffective communication with workers and stakeholders regarding ongoing response to Covid-19.	Staff. Visitors to EAS office. Anyone who physically comes in contact with staff members in relation to our work. School based staff/ pupils – increased contact with staff/ pupils in school and potential to spread virus.	Advice and guidance issued to workers and stakeholders as information emerged from Government. Ongoing advice and guidance issued during lockdown period and following implementation of working from home. Covid-19 risk assessment available on the EAS website. All staff meetings held monthly throughout the year.	Ongoing development and enhancement of communication strands in support of EAS' response to Covid-19.	SMT/ Business Continuity Team	Ongoing	

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		<p>Initial meeting with TU's held on 21 July 2020. Meetings continue to be held on a regular basis with trade unions.</p> <p>Guidance documents issued throughout the year.</p> <p>Video created and shared with staff highlighting the measures established within the offices to help staff understanding and reintroduction into the Gateway office.</p> <p>Line managers requested to have dialogue with staff members following completion of the 'All Wales Workforce Risk Assessment Tool' to discuss return plans and any concerns/ questions raised by staff members.</p> <p>Additional Supporting our Schools trade union group</p>				

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		established. Meetings held half termly to update on EAS support to schools during pandemic.				