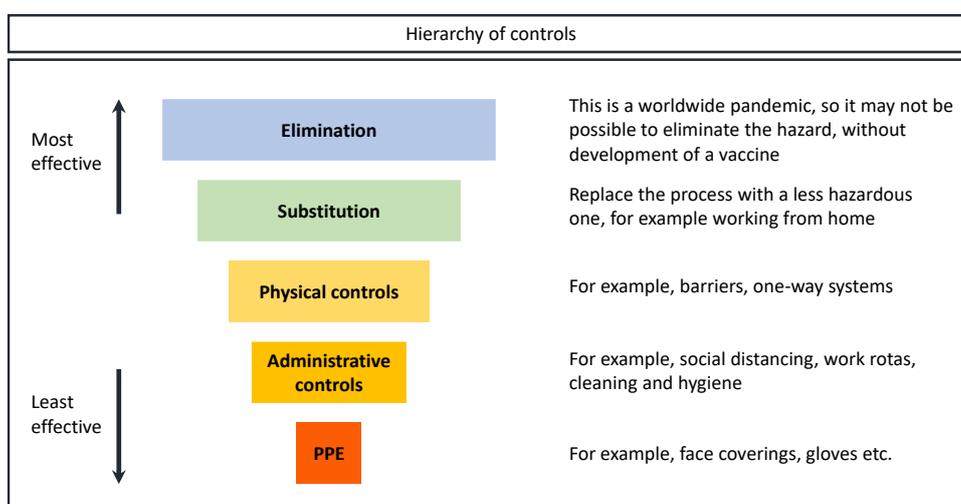


## PLANNING TO RETURN TO UNIVERSITY PREMISES : HEALTH & SAFETY

The University approach to health and safety, which applies to the current situation with the COVID-19 pandemic as it does to all University activity, is based around:

- Identification of hazards, through risk assessment. Below are links to four generic risk assessment templates which the University has developed to assist Heads of Department with some of the more common situations which will arise with staff returning to work at University premises
- Putting mitigations in place to reduce/eliminate the effect of those hazards using a hierarchy of controls (see below). There are costs with moving down the hierarchy, both financial and the constraints they place on how easily individuals can work, so any decision on risk mitigation measures must be taken with this in mind



There are some overarching principles we all need to adopt:

- All risk assessments needs to be tailored to the local situation, approved by the relevant Head of Department, and made available to staff affected by the risk assessment. A copy of any approved risk assessment should be sent to [SHEW@bath.ac.uk](mailto:SHEW@bath.ac.uk)
- These risk assessments should be written on the assumption that staff and students do not fall into the higher risk categories ([clinically extremely vulnerable or clinically vulnerable](#)). If staff do fall into one of these groups, you should refer to your HR Adviser to determine appropriate risk mitigation measures
- Any member of the University, or visitor to the University who displays symptoms of COVID-19 should immediately follow [NHS advice on self-isolation and getting tested for the virus](#).

When developing your risk assessment you will wish to be aware of the national approach to managing the pandemic. The Government has identified five 'alert' levels for coronavirus in the UK:

Stage of outbreak		Measures in place
Risk of healthcare services being overwhelmed	<b>5</b>	Lockdown begins
Transmission is high or rising exponentially	<b>4</b>	Social distancing continues
Virus is in general circulation	<b>3</b>	Gradual relaxation of restrictions
Number of cases and transmission is low	<b>2</b>	Minimal social distancing, enhanced tracing
Covid-19 no longer present in UK	<b>1</b>	Routine international monitoring

We are currently at Level 3. The risk assessment templates provided are intended to apply to Levels 2-4; the higher the level, the harder it will be to manage risk. If the alert level starts to increase – for example a 'second spike' in infections causes a move to Level 4, a review of risk mitigation measures will be required as part of the University approach to ensuring safety for individuals and managing business continuity.