



Royal Association for Deaf people

RAD COVID-19 Risk Assessment

RA No	HAZARD	RISK POTENTIAL	RISK RATING WITHOUT CONTROLS	CONTROL MEASURES REQUIRED	RISK RATING WITH CONTROLS
44	COVID-19 pandemic: essential working during the pandemic - exposure to the virus	Colleagues risk exposure from direct contact with others and may display symptoms of COVID-19	12 HIGH	<p>RAD will provide support for those experiencing COVID-19 symptoms and those with a positive test result of Covid-19 in line with Government guidance.</p> <p>The Public Health England report that evidences disparities in the risk and outcomes of COVID-19 shows that some groups of people may be at higher risk of infection or suffering from adverse effects if infected.</p> <p>The higher-risk groups include those who:</p> <ul style="list-style-type: none"> - are older males - have a high body mass index (BMI) - have health conditions such as diabetes - are from some Black, Asian or minority ethnicity (BAME) backgrounds <p>RAD recognises its responsibility to ensure the safety of those from higher risk groups and requires all colleagues identified as higher risk to discuss their individual job risk assessment with their line manager to ensure all their individual safety needs are met.</p> <p>Wherever possible colleagues to work from home.</p> <p>Reduce the number of people in any work area to ensure compliance with the up to date social distancing requirements. Colleagues to be reminded of the importance of social distancing with line managers checks to ensure it is adhered to.</p>	6 MED

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44 con			12 HIGH	<p>Working one to one with clients to be provided in line with current government guidance including but not limited to:</p> <ul style="list-style-type: none"> - adjusted work patterns to ensure social distancing - adjusted tasks such as door step shopping and welfare checks - clients utilising staff cars only when essential and in line with government car sharing guidance. <p>RAD will take steps to review support plans and frontline delivery including:</p> <ul style="list-style-type: none"> - start & finish times/shift patterns - peak to off peak travel - recommend using cars instead of public transport where possible - working from home tasks introduced where possible - reallocating workers to other services where needed <p>RAD line managers to ensure colleagues can access video conference calling facilities, in place of in order for this to be used instead of face-to-face meetings for supervisions, HR and any other essential meetings.</p> <p>Colleagues working with clients who start experiencing COVID-19 symptoms are required to immediately stop support, remove themselves from the situation and contact their line manager for further guidance. RAD line managers to inform the relevant local authority and RAD's executive team and follow all advice provided.</p> <p>If a colleague become unwell with COVID-19 symptoms in the workplace they will be sent home and advised to follow the isolation and testing guidance. Line managers will maintain regular contact with colleagues during this time.</p> <p>LIKELIHOOD = 2 SEVERITY = 3</p>	6 MED

RA NO	HAZARD	RISK POTENTIAL	RISK RATING WITHOUT CONTROL S	CONTROL MEASURES REQUIRED	RISK RATING WITH CONTROL S
45	COVID-19 pandemic: essential working during the pandemic – inadequate Personal Protective Equipment (PPE)	Transmission of COVID-19	12 HIGH	<p>RAD will provide PPE in line with Government guidance and make this available for all those working in direct contact with clients.</p> <p>Government guidance links and instructions emailed to all colleagues. Internal PPE training video to be made available with subtitles and BSL.</p> <p>Colleagues to follow hand washing guidance and use washing facilities with soap and hot water. Colleagues to ensure stringent hand washing is taking place before and after use of PPE. Gel sanitisers provided where washing facilities not readily available and to be used frequently.</p> <p>Colleagues to regularly be reminded to:</p> <ul style="list-style-type: none"> - wash hands following hand washing procedure - catch coughs and sneezes in tissues – catch it - bin it - kill it - avoid touching face, eyes, nose or mouth with unclean hands - carry tissues - Adhere to all instructions provided in emails and RAD BSL videos <p>Line managers to ensure that colleagues with first aid responsibility (appointed person) are aware of the changes in provision of first aid in line with HSE guidance.</p> <p>LIKELIHOOD = 2 SEVERITY = 3</p>	6 MED

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46	COVID-19 pandemic: essential working during the pandemic – changes to working environment (remote working, lockdown restrictions)	Colleagues mental well-being affected due to increased anxiety and associated stress linked to the COVID-19 pandemic	12	HIGH	<p>Colleagues may experience increased anxiety and associated stress with Covid-19 whilst working from home, within the community or returning to work during the pandemic.</p> <p>Colleagues are to be mindful of their own wellbeing and communicate any concerns of stress or anxiety with their line managers to explore support.</p> <p>Line managers will promote mental health & wellbeing awareness to colleagues during the Covid-19 outbreak and will offer whatever support they can to help.</p> <p>LIKELIHOOD = 2 SEVERITY = 3</p>	6	MED