



COVID-19 Risk Assessment

Licenced premises name:

Revision number and date:

Date distributed:

Completed by:

Name:

Signature:

Employee representative:

Name:

Signature:

Completed date:

1. Hazard

This risk assessment template identifies controls to minimise the hazard of COVID-19 spreading in licensed premises.

COVID-19 is an illness that can affect your lungs and airways. Symptoms can be mild, moderate, severe or fatal. It is transmitted from small droplets that are created when infected persons sneeze or cough. These can be directly transmitted to another person or a surface and then transferred if a person touches their eyes, mouth or nose.

A competent person must carry out an appropriate COVID-19 risk assessment to help decide the control measure to implement. This risk assessment template will help you address the risks of COVID-19 and identify sensible measures to control the risks in the licenced premises..

You must consult with the health and safety representative selected by a recognised trade union or, if there isn't one, a representative chosen by one of your team. You must share the results of the risk assessment with your team. If your team is larger than 50 people it must be displayed on your website. If possible, you should consider publishing the results on your website.

The risk assessment should be reviewed if the nature of the operation changes or if government COVID-19 advice changes.

2. People exposed

Please tick the people who will be exposed.

- | | |
|---|--|
| <input type="checkbox"/> Employees | <input type="checkbox"/> Contractors |
| <input type="checkbox"/> Visitors/Customers | <input type="checkbox"/> Members of the public |
| <input type="checkbox"/> Vulnerable groups* | <input type="checkbox"/> Extremely vulnerable groups** |
| <input type="checkbox"/> Other: | |

*Vulnerable groups are classified by the NHS as moderate risk. They will meet the criteria that make them eligible for the annual flu vaccination, for example, those aged 70 or older, and those who are pregnant. Vulnerable individuals who cannot work from home must be offered the safest on-site roles so they can maintain social distancing.

**Extremely vulnerable groups are classified by the NHS as high risk. They will have been informed by their GP that they are extremely vulnerable and will have received a letter confirming this. For employees who have been identified as extremely vulnerable individuals by their GP, they are not to work outside of the home and therefore must not return to the workplace.

For all vulnerable and extremely vulnerable employees please ensure a specific risk assessment and health declaration form has been completed.

Please tick to confirm if necessary:

- | | |
|---|--------------------------|
| A specific risk assessment has been carried out | <input type="checkbox"/> |
| A health declaration form has been completed | <input type="checkbox"/> |

3. Control measures

Read each question below and write in your control measures in the box. You can tick to adopt any of the suggested control measure in the right-hand column.

3.1 Effective personal hygiene

What facilities and/or procedures will you put in place to enhance the implementation of effective handwashing practices by all employees to prevent the spread of COVID-19?

- Wash hand basins are provided to ensure that hand washing can be achieved regularly by team, for example bar and waiting staff.
- If gloves are provided, has training been provided on good practices such as changing between a work task and handwashing after use.
- Wash hand basins to be supplied with soap and an effective means of drying hands.
- Paper towels are used for drying hands.
- Wash hand basins are supplemented with alcoholic hand sanitiser.
- Alcoholic hand sanitiser is provided at the entrance of the licensed premises and at suitable locations throughout, for example at the bar, till points, toilets etc.
- Employees carry their own personal alcoholic hand sanitiser for personal use.
- Gloves are provided & training has been given on their use.

3.2 Social distancing

What procedures will you put in place to ensure appropriate social distancing is maintained between employees in their work space?

- Wherever possible, social distancing must be maintained. This includes all work areas, entrances, exits, rest areas, customer and staff toilets, bars, seating areas, beer gardens etc.
- Where social distancing cannot be achieved, alter the task so people are stood side to side or back to back.
- Where social distancing cannot be achieved physical barriers (for example perspex screens) have been installed. It is likely that a perspex screen may be needed at till and service points.
- Implemented measures to prevent non-essential movement between work areas.
- Created floor markings to ensure separation.
- Re-designed the flow around the premises.
- Consider restricting numbers of customers using the toilets at any one time & implementing a queuing system.
- Schedule team members to work in fixed 'bubbles'.

3.3 Cleaning and disinfection

What changes will you make to your cleaning and disinfection procedures to ensure they are capable of controlling the potential spread of COVID-19?

- Touch points, such as door handles, keyboards and fridge handles are disinfected regularly throughout the day and as a minimum the start and end of the day.
- Disinfectant used is effective against viruses such as COVID-19 and the contact time is adhered to.
- Ensure that all hand contact surfaces are thoroughly disinfected after each guest (for example tables, chairs, juke box, gaming machines etc).
- All touch points to be cleaned with hot soapy water as a minimum of once a day.
- Shared entrances to the business are part of the enhanced cleaning regime. This may require co-ordination with the landlord or other users of the space.
- Update your cleaning schedule to include frequency of cleaning the toilets, bar, tables etc.
- There is sufficient supply of cleaning materials, recognising increased usage compared to normal.
- If a person displays symptoms of COVID-19 in workplace or there is a confirmed case of someone with COVID-19 having recently visited the premises, then enhanced cleaning following the latest government guidance is undertaken.
- Colleague uniforms are to be laundered daily either professionally or at the highest temperature possible, above 60°C, as not to impact the uniform.
- Employees avoid wearing their uniform on public transport.
- Personal belongings brought to work must be minimal and stored away in a locker.
- Ensure that all your team are retrained in the new cleaning regime.
- Consider a dedicated person to carry out disinfection.

3.4 Personal protective equipment

What procedures will you put in place to ensure existing (standard issue) PPE worn by staff, such as overalls and gloves, are changed and cleaned regularly in accordance with government advice on COVID-19 control?

- If employees choose to wear a face covering, they must wash hands thoroughly before putting on and removing, avoid touching the face, change the covering if it becomes damp, change face covering at least daily, continue to observe enhanced hand washing, cleaning regimes and social distancing.
- Review current procedures for laundering PPE to prevent the potential spread of COVID-19.
- Laundering services or facilities installed within the licensed premises to ensure PPE does not need to be taken home by employees and is adequately cleaned after each shift

3.5 Workplace Practices

3.5.1 Deliveries

What changes will you make to your delivery procedures to ensure they are minimising the potential spread of COVID-19?

- The number of deliveries to premises have been reduced, for example by increasing the size of order and reducing frequency.
- Stop personal deliveries to the premises.
- Have a clear area for deliveries to be marked in the premises and maintain social distancing when delivery is being made.
- Hands are washed thoroughly after handling the delivered items.
- Signage is displayed to indicate the delivery area and informing delivery personal of the control on premises.
- Deliveries are not to come through customer areas when the premises in trading.
- Ensure suppliers are aware of the controls they must follow at your premises.
- Consider how drink deliveries are undertaken, recognising that cellars may have restricted space.

3.5.2 Entering and leaving work

What procedures will you put in place to ensure appropriate social distancing is maintained between customers and or visitors?

- If there is a receptionist, then they must be socially distanced or a screen placed as a barrier.
- To facilitate social distancing, stagger times that employees arrive and leave work, reducing congestion at entrances and exits.
- Mark the floor at entrances to show social distance gap.
- If keypads are used to access building, consider deactivating if security can still be maintained. If key pads are used, ensure they are part of the enhanced cleaning regime.
- Markings placed at the entrance of the building to ensure social distancing is maintained before entering the building and queuing.
- Signage is displayed to inform the guest of social distancing measures and requesting they are observed.
- Social distancing is maintained at bar areas, consider a queuing system and clear floor marking.
- Table service is offered to reduce congestion at the bar.
- Adequate signage is displayed to request customers to respect social distancing and not enter if they have symptoms of COVID-19.

3.5.3 Movement within work

What procedures will you put in place to minimise contact between team, visitors and customers within the premises?

- Reduce movement around building by discouraging non-essential movements.
- Consider the use of table service and payment at the table to reduce guests visiting the bar.
- Restrict team movements to only essential areas.
- If lifts are used, restrict number of occupants to increase social distancing.
- Occupants of lifts to face away from one another and mark floor to indicate this.
- Lift to be included in the enhanced cleaning regime.
- If meetings must absolutely be held in person, maintain the social distancing and avoid sharing appliances, such as pens and whiteboards. Space meeting room layout to be changed to ensure distancing can be maintained.
- Meeting rooms are to have enhanced cleaning, with area being disinfected before and after meetings.
- Customers/visitors are to be clearly instructed on flow around the building, either through floor markings or signage.
- Use of blackboards to communicate menu specials to be minimised, as this will discourage guests leaving their table and congregating

3.5.4 Communal areas

What procedures will you put in place to ensure appropriate social distancing is maintained between your team and customers?

- Stagger breaks to reduce occupancy of communal areas. If possible, take breaks outside in well ventilated areas.
- Seating to be rearranged to aid maintenance of social distancing and reduce face to face interactions.
- Ensure that the communal areas are included in the enhanced cleaning regime. If there are showers and changing facilities, ensure that they are kept clear of personal items.
- Reduce the likelihood of guests congregating in communal areas by altering service, for example online check in or providing table service, distancing facilities, for example moving till points apart or use of floor marking to identify the social distancing area.
- Review occupancy limit of toilets to ensure that social distancing can be maintained. Inform guest of revised occupancy of toilets and wait until facilities are available.
- Facilities to be taped off to ensure social distancing is maintained, for example taping off one urinal if 2 are in close proximity.

3.5.5 Travelling to work

What procedures will you put in place to ensure employees reduce the spread of COVID-19 travelling to and from work?

- If corporate vehicles are used to transport team, reduce number of people being carried to achieve social distance.
- If team lift car share then passenger to sit behind driver, not alongside.
- Work vehicles to be included on the enhanced cleaning regime.
- If travelling by public transport, encourage team to wear face coverings and avoid rush hours.

3.5.6 Managing visitors

What additional procedures will you put in place to ensure any essential visitors, for example contractors undertaking equipment repairs or service, do not present a risk of spreading COVID-19 to staff?

- Discourage visitors to the premises. Where visitors are absolutely necessary, then inform them of the controls on site before arriving.
- Manager to inform visitor of the site specific controls when arriving in site.
- Limit the number of visitors at any one time and consider organising visits when occupancy is low, for example if maintenance is required then undertake early outside of trading hours or peak service times.
- If visitors have to sign in, ask them to use their own pen or have a means of disinfecting pen after each use.

3.5.7 Home working

How will you assess which employees work from home or return to work?

- Employees will only return to the workplace if:
- They cannot do their job remotely.
 - Where home circumstances mean working from home is not possible.
 - Equipment required to do the job safely is unavailable at home.
 - Employees have been identified as vulnerable or extremely vulnerable individuals.

3.5.8 Working away from the premises

How will you establish procedures for those employees who work remotely?

- Face to face meetings to be avoided where possible.
- Employees are encourage not to travel on public transport
- Employees who cannot avoid travelling on public transport must wear appropriate face coverings when using public transport.
- All employees must observe social distancing at all times and wash or sanitise their hands when they arrive at their destination
- Prior to a site visit, the employee must ensure that they are not exposed to unnecessary risks at the destination and a copy of the destinations risk assessment should be reviewed.
- All employees are trained to follow the sickness policy and inform their manager is they display any of the COVID-19 symptoms.

3.5.9 Managing the workforce

Are there any specific tasks where maintaining social distance between employees presents a challenge, and are additional measures possible which will prevent the spread of COVID-19?

- Fix teams into work groups or shift patterns. This reduces the number of contacts as employees are working with the same people routinely.
- If materials are passed between employees, for example office supplies or documentation, organise drop off zones where items can be left and then collected.
- All shared cutlery, crockery, cups and drinking glasses must be effectively cleaned and disinfected before use by other persons
- Ensure employees are not incentivised to work if they are feeling unwell
- Ensure employees are not incentivised to work if they have had contact with a symptomatic individual
- Content of the Fire Risk Assessment has been updated in this risk assessment to reflect any changes in layout

3.6 Workplace Procedures

3.6.1 Communication and training

How will you ensure all of your employees understand the measures needed to prevent the spread of COVID-19 whilst at work?

- All employees have read and understand the control measures detailed in this risk assessment
- All employees receive COVID-19 training
- All employees receive regular update training and are informed of the new control measures. If control measures are not followed, the employee is immediately retrained in them.
- All employees complete a COVID-19 Return to Work questionnaire to ensure they are fit to work.
- All employees understand the symptoms of COVID-19 and the action they must take if they are in contact with anyone that has the symptoms.

3.6.2 Manual Handling

How will you review manual handling practices to take into account COVID-19 controls?

- All manual handling risk assessment have been reviewed to take into account social distancing measures.
- All employees have been consulted in the manual handling review and retrained in the new practices.
- Specific consideration to be given to the moving of barrels as this may be a 2 person task. If barrels do need to be moved by 2 persons, the task should be undertaken in social grouping.

3.6.3 First Aid

How will you review first aid procedures to take into account COVID-19 controls?

- The first aid risk assessment has been reviewed to take into account COVID-19 controls.
- All employees have been consulted in the first aid review and retrained in the new practices.

3.6.4 Ventilation within the business

How do you ventilate your business to minimise the potential spread of COVID-19?

- Windows and doors should be left open to encourage ventilation of the space. This action must not impact other safety considerations, for example reduced security as the entrances are not secure or fire doors being propped open.
- Ventilation systems should be adjusted to achieve the maximum number of air changes possible, whilst maintaining team comfort. If there is a complex ventilation system, then guidance is to be sought from the company's ventilation and air conditioning advisors

3.6.5 Common hand contact points

What procedures will you put in place for hand contact surfaces?

- Reusable items (for example menus, condiment containers) are to be replaced with single use disposable items.
- Regular hand contact surfaces (for example tills, PDQs and kitchen equipment) are to be cleaned between users.
- If more than one person is working a bar, consider implementing zones so only one person is touching drink dispense equipment, bottles and the till.

3.7 Review and monitoring

What procedures have you put in place to review and monitor the control measures of this risk assessment?

- The risk assessment is updated at least yearly or sooner when the Government guidance changes or work practices change.
- Monitoring of control measures are undertaken throughout the day and recorded daily in the Safe to Trade App

3.8 Dealing with COVID-19 in the workplace

What procedures will you implement if an employee and / or visitor becomes unwell and displays symptoms at work?

- All employees that have been exposed to symptomatic person must self-isolate for 14 days or take an appropriate COVID-19 test to establish if they are infected.
- All employees who test positive must self-isolate and follow the sickness procedure.
- All employees must complete a return to work form after self-isolation or completion of a negative COVID-19 test.

4. Additional information and control measures

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GROUP

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