



Muddy Puddles Nursery

Risk Assessment Guidance – COVID-19

Introduction

Preserving and protecting the health, safety and wellbeing of staff and keeping them well is critical for Muddy Puddles nursery children as we respond to the coronavirus outbreak (COVID-19). It is essential that we take every effort to support the physical and mental wellbeing of our people to enable them to stay healthy and protect themselves, colleagues, patients and families as we continue to deliver services through this challenging period.

Staff with comorbidity and those in higher risk groups

The Government is actively reviewing the advice to protect those people who are at significantly increased risk from COVID-19 due to underlying health conditions.

The staff groupings:

1) Staff in the very high risk groups who are 'extremely vulnerable from covid -19'

We are aware that the NHS in England will be directly contacting staff who are deemed to be at very high risk to recommend that they take more stringent measures to protect themselves due to specific clinical conditions. Staff will be contacted by the NHS Business Services Authority, GP practice or Specialist, week commencing; however as an organization we want to ensure that we proactively put measures in place to support the health and wellbeing of staff in these particular groups:

Conditions in this Group are as follows:

1. Solid organ transplant recipients
2. People with specific cancers:
 - People with cancer who are undergoing active chemotherapy or radical radiotherapy for lung cancer
 - People with cancers of the blood or bone marrow such as leukaemia, lymphoma or myeloma who are at any stage of treatment
 - People having immunotherapy or other continuing antibody treatments for cancer
 - People having other targeted cancer treatments which can affect the immune system, such as protein kinase inhibitors or PARP inhibitors.
 - People who have had bone marrow or stem cell transplants in the last 6 months, or who are still taking immunosuppression drugs.
3. People with severe respiratory conditions including all cystic fibrosis, severe asthma and severe COPD
4. People with rare diseases and inborn errors of metabolism that significantly increase the risk of infections (such as SCID, homozygous sickle cell)
5. People on immunosuppression therapies sufficient to significantly increase risk of infection
6. People who are pregnant with significant congenital heart disease

We have been advised to inform you that you should not contact your GP or healthcare team but to wait until they contact you directly. **Staff identifying to this category, will be supported to work remotely. This group will be advised to follow the guidance on shielding for a minimum period of 12 weeks.**

<https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19>

2) Staff in 'at risk' groups with 'increased risk of severe illness from COVID – 19'

In addition, advice from Government confirmed that the groups of people who should take particular care to minimize their social contact were:

- People over the age of 70
- Other adults who would normally be advised to have a flu vaccine (such as those with chronic disease)
- Chronic (long-term) respiratory diseases, such as asthma, chronic obstructive pulmonary disease (COPD), emphysema or bronchitis
- Chronic heart disease, such as heart failure
- Chronic kidney disease
- Chronic liver disease, such as hepatitis
- Chronic neurological conditions, such as Parkinson's disease, motor neuron disease, multiple sclerosis (MS), a learning disability or cerebral palsy
- Diabetes
- Problems with your spleen – for example, sickle cell disease or if you have had your spleen removed
- A weakened immune system as the result of conditions such as HIV and AIDS, or medicines such as steroid tablets or chemotherapy
- Being seriously overweight (a BMI of 40 or above)
- Pregnant women.

Pregnant women in their first or second trimester, that is under 28 weeks' gestation, with no underlying health conditions, are advised to follow the guidance on social distancing in the same way as the general population and other colleagues. This means they can continue to work but avoid, where possible, direct contact with pupils or anyone with suspected or confirmed coronavirus infection.

Some working environments carry a higher risk for pregnant women of exposure to the virus. Where possible, pregnant women are advised to avoid working in these areas.

For pregnant women in their third trimester, after 28 weeks' gestation, and those at any stage of pregnancy with an underlying health condition – such as heart or lung disease – a more precautionary approach is advised.

These women should work from home where possible, avoid contact with anyone with symptoms of coronavirus, and significantly reduce unnecessary social contact. We will be exploring all opportunities for these staff to work flexibly in a different capacity, to avoid roles where they are working directly with pupils.

<https://www.rcog.org.uk/globalassets/documents/guidelines/2020-03-30-occupational-health-advice-for-employers-and-pregnant-women-during-the-covid-19-pandemic.pdf>

<https://www.rcog.org.uk/en/guidelines-research-services/guidelines/coronavirus-pregnancy/covid-19-virus-infection-and-pregnancy/>

We will continue to support staff to stay well and at work. We will make adjustments to enable this wherever possible. Adjustments may include working remotely or moving to a lower risk area. Line managers will complete a risk assessment and if appropriate seek advice from the HR.

Actions to be taken for staff will depend upon their condition and how stable it is. Where a condition is unstable and there may be an increased risk to staff, these conversations should be undertaken with those staff with their manager, their manager may need to seek support from the Occupational Health.

Where staff, have to be redeployed or work from home, consideration should be given to what duties they can continue to carry out in a role, and what support they will need to do this.

Risk Assessment

Name		Work area	
Manager		Date Of This Assessment	

No	Hazard / Risk Identified	Control Measures
1	<p><u>Staff in the very high risk groups 'extremely vulnerable group'</u></p> <ol style="list-style-type: none"> 1. Solid organ transplant recipients 2. People with specific cancers: <ul style="list-style-type: none"> • People with cancer who are undergoing active chemotherapy or radical radiotherapy for lung cancer • People with cancers of the blood or bone marrow such as leukemia, lymphoma or myeloma who are at any stage of treatment • People having immunotherapy or other continuing antibody treatments for cancer • People having other targeted cancer treatments which can affect the immune system, such as Protein kinase inhibitors or PARP inhibitors. • People who have had bone marrow or stem cell transplants in the last 6 months, or who are still taking immunosuppression drugs. 3. People with severe respiratory conditions including all cystic fibrosis, severe asthma and severe COPD 4. People with rare diseases and inborn errors of metabolism that significantly increase the risk of infections (such as SCID, homozygous sickle cell) 5. People on immunosuppression therapies sufficient to significantly increase risk of infection 6. People who are pregnant with significant congenital heart disease 	<p>This group will be advised to follow the guidance on shielding for a minimum period of 12 weeks. These employees cannot remain in work during this time, but if well should explore home working. Please see Trust guidance for home working.</p>
		<p style="text-align: center;">Actions Agreed</p>

No	Hazard / Risk Identified	Control Measures
2.	<p><u>Staff in 'at risk' groups 'increased risk of severe illness from covid-19'</u></p> <ul style="list-style-type: none"> • People over the age of 70 • Other adults who would normally be advised to have a flu vaccine (such as those with chronic disease) • Pregnant women. Pregnant women in their first or second trimester, that is under 28 weeks' gestation, with no underlying health conditions, are advised to follow the guidance on social distancing in the same way as the general population and other colleagues. This means they can continue to work but avoid, where possible, caring for patient with suspected or confirmed coronavirus infection, through the use of personal protective equipment (PPE) and risk assessment. 	<p>Adjustments may include working remotely.</p> <p>Actions to be taken for staff will depend upon their condition and how stable it is. Where a condition is unstable and there may be an increased risk to staff, these conversations should be undertaken with those staff with their manager, their manager may need to seek support from law Call, Early years Alliance or any other regulatory/ advisory body.</p> <p>Where staff, have to be redeployed or work from home, consideration should be given to what duties they can continue to carry out in a role, and what support they will need to do this.</p> <p>Where staff are attending work Managers should seek to ensure contact with pupils is minimized, good hygiene practices are followed and staff provided with training on how to try and minimize contact with pupils and maintain social distancing.</p> <p>Staff should be advised to refrain from attending work if pupils or staff in the setting exhibit signs of COVID 19.</p> <p>Any staff member who exhibits any symptoms should self- isolate.</p>

		Actions Agreed

No	Hazard / Risk Identified	Control Measures

3	Staff living in a household with someone who is in an 'at risk' group	<p>The advice currently does not require individuals who live with high risk vulnerable people to isolate. Such staff can therefore come into work as normal.</p> <p>These staff should follow advice on good hygiene including:</p> <ul style="list-style-type: none"> • Social distancing; • washing hands when arriving home and at regular intervals using soap and water for at least 20 seconds or use hand sanitiser; cover your mouth and nose with a tissue or your sleeve (not your hands) when coughing and/or sneezing; • put used tissues in the bin immediately and wash hands afterwards; • do not visit or provide care if you are unwell and make alternative arrangements for their care; • provide information on who they should call if they feel unwell, how to use NHS111 online coronavirus service and leave the number for NHS 111 prominently displayed; • look after your own well-being and physical health during this time.
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COMPLETED BY (Please print name /Designation)		SIGNATURE DATE	
APPROVED BY (Manager – Please print name)		SIGNATURE DATE	

Any changes to health or work will require a review of the risks and actions required to mitigate those risks