

CLEAN BREAK THEATRE COMPANY

CORONAVIRUS (COVID-19) RISK ASSESSMENT

Last updated: 08 October 2021

Assessment carried out by: Cath Longman-Jones & Rachael Smith

Following initial assessment report and consultation with: David Bryant Tech IOSH for Office Test Ltd

Reviewed and agreed by: Leadership Team

Introduction

As an employer we must protect people from harm. This includes taking reasonable steps to protect our workers and others from coronavirus.

The risk assessment has been carried out in order to:

- identify what work activity and situations might cause transmission of the virus
- identify who could be at risk
- decide how likely it is that someone could be exposed
- identify actions needed in order to remove the activity or situation, or if this isn't possible, control the risk

Scope & Review

This Risk Assessment is designed to cover the additional measures related to Covid-19 coronavirus risks for the projects and activities Clean Break is intending to host or be involved with from October 2021 onwards, wherever they are intended to take place.

This Risk Assessment is based on the assumption that all those engaging with Clean Break's work at our premises or in other physical spaces are 18 or over. Additional risks which would need to be considered when working with children are therefore not included.

This Risk Assessment has been updated based on the understanding that approx. 65% of the UK population have received two doses of a COVID-19 vaccination (October 2021 – ONS data)

No other activities or situations may be undertaken or committed to be undertaken by the charity without assessment of the associated risks relating to Covid-19, and the corresponding controls and actions needed. This Risk Assessment will be updated as necessary to incorporate further activities and situations,

This Risk Assessment must also be updated when Public Health guidance for England, applicable to our workplaces, changes.

Consultation

We have consulted with all active and furloughed workers about the measures we are taking, and have also spoken to:

- All Members who have expressed interest in taking part in our work during this period
- All Freelancers and Volunteers engaged to deliver and support our work during this period

This Risk Assessment and accompanying guidance will be made available to all who work with us or visit our premises. All who are involved in our work will be actively encouraged to share any questions or concerns about our safety measures as soon as they arise.

Responsibilities

Overall: Board of Trustees led by Co-Chair Alison Frater

Oversight and regular review of adequacy and effectiveness of measures: Leadership Team with Health & Safety lead Executive Director Erin Gavaghan

Preparing of policies, risk assessments and other guidance: Senior Management and Management with Health & Safety lead Head of Finance & Operations Cath Longman-Jones

Day to day implementation: The Lead Person for each project or activity (see below)

Each project or activity has a Health & Safety Lead Person. This can be any competent person (including freelancers and volunteers) identified by the Leadership Team or Senior Management Team who has received appropriate information on their Health & Safety responsibilities. Where the Lead Person is not on the staff team there must be a written record of their agreement to hold this responsibility. A list of Health & Safety Lead People and the activities they are leading on must be maintained so that it is accurate and complete at all times.

The Lead Person has the delegated responsibility for ensuring that:

- any H&S measures we identify for the project/activity are communicated effectively with everyone involved in delivery, and

followed by everyone involved in delivery

- any H&S related record keeping that Clean Break requires is completed
- any issues which arise with communicating, following or recording the measures in place are communicated promptly to Erin and Cath in accordance with the guidance provided.

Monitoring of the controls we have put in place

The controls and measures we put in place will be monitored as below:

- By the Lead Person for specific activities and situations – briefed to report any urgent issues immediately to the Operations Team will inform the Executive Director and Head of Finance & Operations of any significant issues straight away. The Executive Director will report issues on to the Board of Trustees ahead of the regular reporting schedule if deemed necessary.
- Through daily check that all building signage remains intact and legible, carried out by the Operations Manager
- Regular safety updates at the weekly team meeting with key messages followed up in writing, and weekly Building Working Safely Meetings during active periods on site, for staff coordinating on-site activities
- Fortnightly reporting by the Executive Director and Head of Finance & Operations at the Company Strategy Meeting (attended by LT and SMT)
- Monthly updates to Co-Chair of Trustees (safety lead for the Board) and written updates in all board papers (usually quarterly)

ACTIVITIES WITHIN SCOPE OF THIS RISK ASSESSMENT

The following activities and project are considered to be within the scope of this risk assessment.

Activity / Project	Location	H&S Lead
General		
Building, courtyard and garden servicing, maintenance, remedial works, cleaning & hygiene	2 Patshull Road	Head of F&O
Overall management and control of use of space and all room bookings	2 Patshull Road	Head of F&O
Keeping accurate, adequate records of all people on site	2 Patshull Road	Operations Manager
Members Programme		
General support and therapy provision for Members on site	2 Patshull Road – Meeting Room 3	Head of Participation
Cash expense reimbursement / emergency assistance	2 Patshull Road – Studio 2	Head of Participation
Food and drink provision for Members on ground floor	2 Patshull Road – Green Room, Studio 1 & Kitchen	Head of Participation
Members' programme group work	2 Patshull Road – Studio 3 & Online	Head of Participation
Office work		
Use of offices by staff for desk work and meetings	2 Patshull Road – all offices, Ground floor and First floor	Head of F&O
Use of staff kitchen for hot drinks and food preparation	2 Patshull Road – First floor kitchen	Head of F&O

All other activities, including each theatre production, R&D project, film, workshop or other project requires a separate Risk Assessment. Project staff should refer to this risk assessment when considering appropriate Covid safety measures and document the specific measures agreed in the project Risk Assessment.

RISK AND CONTROLS IDENTIFIED

1. Physical distancing

Risk identified	Who might be harmed and how?	Controls in place
Contracting or spreading the virus by not physical distancing	Staff, volunteers, freelancers, Members, contractors, other visitors	<p>Activities at our premises have been reasonably limited to those where physical distancing can be maintained; some exceptions apply e.g. rehearsals or workshops, in which can other measures remain in place (details below).</p> <p>Maximum capacities and specific, limited uses have been set for each space, clearly signposted on each door.</p> <p>When moving around the building there is a risk of not keeping a distance from others, therefore face masks must be worn when moving between locations on site.</p> <p>Where it is unsuitable for physical distancing as part of a planned activity, additional measures must be put in place. These include:</p> <ul style="list-style-type: none"> • Avoiding close physical contact (e.g. hugging) • Improving ventilation for the duration of the activity • Wearing a face covering • Not working face-to-face, instead side-by-side or facing away • Enhanced cleaning regimes and hand washing • Limiting the amount of time spent on the activity e.g. two staff members carrying a piece of equipment • Carrying out the activity back to back or side to side • Cohorting teams so they consistently work together • Physical barriers e.g. screens at Reception and kitchen serving hatch • Enhanced cleaning regimes and hand washing

Further action needed to control the risks

Action	Who and when
Member Support team and freelancers facilitating groups to supervise and monitor group behaviour to guidance is being followed	Member Support team, group facilitators - continuous
Operations and Leadership teams to check in with Member Support team and freelancers frequently, to ensure prompt communication of any guidance that is not working / proving difficult to follow	Operations & Leadership teams – each at least once a week. Weekly Building Safety meeting
All staff and group facilitators to report significant breaches / near misses to Operations Team on the day	All staff and group facilitator – as soon as incidents occur
Operations Manager to that all signage remains in place and in good condition, and replace if necessary	Operations Manager - daily on working days

2. Hand hygiene

Risk identified	Who might be harmed and how?	Controls in place
Contracting or spreading coronavirus by not washing hands or not washing them adequately	Staff, volunteers, freelancers, Members, contractors, delivery drivers, any other visitors	<p>Six handwashing facilities are provided within toilet facilities and in kitchens, with running water, soap and paper towels. Five are on the ground floor (including Member's kitchen), one on the first floor.</p> <p>Hand sanitising stations have been set up in the main entrance, Reception, stage door, green room, Studio 1-2 lobby, in each studio, in Meeting Room 3 and at the top of the main staircase.</p> <p>Pocket hand sanitiser is provided for all staff occupying a desk on site or travelling between locations on Clean Break's behalf.</p> <p>Signage encouraging regular hand washing / sanitisation is in place throughout the building.</p>

		Information on how to use hand sanitiser is provided at each hand sanitising station.
Alcohol-based hand sanitiser contravenes Clean Break's 'dry building' policy and may negatively impact the wellbeing of those who have been affected by alcohol misuse	Staff, volunteers, freelancers, Members, contractors, any other visitors	All hand sanitiser provided by Clean Break is alcohol free and EN 1500 approved. All staff, Members and other visitors are instructed before visiting that any personal hand sanitiser they bring into the building must not be used on Clean Break's premises, and must be kept in their own bag at all times.

Further action needed to control the risks

Action	Who and when
H&S Leads to ensure staff on site (including freelancers facilitating groups) give regular verbal reminders about good hand hygiene	H&S Leads – continuous
Operations and Member Support staff / group facilitators on site to monitor whether hand hygiene controls are being followed and inform Operations Manager of any issues.	Staff, facilitators- continuous
Toilet facilities and hand sanitising stations checked regularly: soap, paper towels and sanitiser replenished, as necessary.	Cleaner & Ops Team – regularly
Weekly stock check and weekly ordering of depleted hygiene supplies before stock gets too low; ordering in bulk as far as storage space allows	Cleaner & Ops Team - weekly

3. Communal / high traffic areas

Risk identified	Who might be harmed and how?	Controls in place
<p>Contracting or spreading coronavirus in common use or high traffic areas: Reception office, entrance/exit lobbies, corridors, toilet facilities, kitchens, green room, studio spaces, stairways, lift, controlled access points, doorways</p>	<p>Staff, volunteers, freelancers, Members, contractors, delivery drivers, any other visitors</p>	<p>Reduced the number of people at our premises (building, courtyard and garden) from maximum 100 to maximum 50 at any one time.</p> <p>Continuing to deliver a range of activities online so that we limit the reliance on studio-based delivery as much as possible</p> <p>Shortened the duration of each group activity on site, to limit contact time</p> <p>On site groups planned to have the same facilitator throughout a season</p> <p>Restricted the capacity of each room so that physical distancing can be applied, with maximum occupancy of each room clearly signposted</p> <p>Desks should not be shared on the same day: wherever possible there will be specifically designated desks for all staff working onsite. If a desk does need to switch users on different days, it must be thoroughly sanitized between users.</p> <p>Designated bag /personal items and coat places for all staff, freelancers and Members working on site: shared coat stands / pegs taken out of use</p> <p>Meeting rooms have been repurposed; staff may not use them to attend meetings that they can attend online. Webcams now available on PCs for any staff working on site. Meetings for staff members working on site at the same time should take place in larger spaces such as Studios or the Green Room.</p> <p>Cleaner's journeys to and from cleaning cupboard within the kitchen area kept to a minimum on Member's days, focusing access on the beginning and end of the cleaning shift as far as possible.</p>

	<p>Sign in/out swipe screen removed from Reception entrance lobby – kept in Reception office, to be used by staff member at Reception only. Staff encouraged to use app to sign in and out.</p> <p>Contact with doors to be limited as far as possible by keeping non fire doors open, and adding Dorgards to fire doors where practical and affordable</p> <p>Acrylic screen installed at kitchen/green room serving hatch with passing slot at the bottom, reducing contact between those serving food and collecting food.</p> <p>Green room reserved for food breaks only on Member days. One space provided per Member/Volunteer for drink/snack breaks and lunches, using all of the Green Room with some additional spaces available in the garden (weather allowing). Plates, cups etc to be left on tables at end of breaks and cleared by 1 or 2 staff members after the break, to reduce movement through these spaces and limit contact</p> <p>Hot drink / breakfast self-service area in green room: touch points reduced to a minimum – individually portioned tea, coffee, sugar provided and laid out for individual access along with cutlery (no shared containers). Pedal operated (touch free) hot & cold-water dispenser installed (October 2020). Milk jugs provided with reduced touch points. Instant porridge sachets provided as breakfast option instead of shared access to toaster / bread. All lunchtime food provided to be served through hatch, not self-service. Clear signage about hand hygiene where touch points cannot be avoided (e.g., shared microwave, milk jugs).</p> <p>Staff kitchen (sink, microwave, kettle, fridge, dishwasher, tea & coffee): touch points reduced, providing sanitizable utensils for accessing containers. Clear signage about hand hygiene where touch points cannot be avoided (e.g. shared microwave, fridge, milk, kettle)</p> <p>Toilet facilities: sanitary products remain available for women who need them. Outer packaging removed and where possible products laid out for</p>
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		<p>individual access. Extra signage in place about good hand hygiene in these areas.</p> <p>Sanitising stations provided in or close to all communal areas</p> <p>Enhanced cleaning regime in place to increase frequency of cleaning in high traffic areas generally, and especially of touch points.</p> <p>Sanitising spray and wipes provided in all toilet facilities, and sanitising wipes on all desks in use, so that staff and visitors have the option of additional sanitisation</p>
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4. Group work and rehearsals – additional considerations

Risk identified	Who might be harmed and how?	Controls in place
Contracting or spreading coronavirus through water droplets by raising voice above normal room level, or belt singing, in a group environment	Staff, volunteers, freelancers, Members	<p>If voices need to be raised in group work or rehearsals, or belt singing used, participants should be spaced out and avoid facing one another.</p> <p>Face coverings are provided and available for use.</p> <p>To encourage good ventilation in spaces, windows will be opened for the duration of the activity.</p>
Contracting or spreading coronavirus by not being vaccinated, due to fears around the effectiveness / side effects of the vaccine	We anticipate that this may be more likely for some of our Members than other building users	<p>It is everyone's personal choice whether or not to take up the vaccine and we will not ask directly / collect data on who has been vaccinated. However, Clean Break will aim to encourage vaccinations and allay fears as far as possible, by seeking to provide relevant guidance and support to those who reveal to us that they have concerns about being vaccinated. The following resources may be of use to the Member Support team when having these conversations:</p> <p>https://www.camden.gov.uk/community-resources</p>

		https://www.mind.org.uk/information-support/coronavirus/covid-19-vaccine-and-mental-health/
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Further action needed to control the risks

Action	Who and when
Group facilitators / directors to flag the need for face coverings with group members / artists in advance	Group facilitators, directors
Member Support team to support the vaccine rollout in their conversations with Members whenever possible	Member Support staff

5. Sharing or passing equipment, tools, materials, or personal items

Risk identified	Who might be harmed and how?	Controls in place
Contracting or spreading coronavirus by sharing or passing equipment, tools and materials between people	Staff, volunteers, freelancers, Members, contractors, any other visitors	<p>The need to pass or share items has been limited wherever possible. Additional safety measures in place as below where this is unavoidable:</p> <p>Staff working in offices will be provided with pens and other essential stationery and equipment for their own personal use, on their designated desk. These items should not be shared.</p> <p>Staff working in offices with a colleague (maximum 2 staff per office) will be given their own stylus for operating touch screens on the printer in their office.</p> <p>Staff instructed to avoid printing as much as possible. Staff must wash or sanitise hands before loading paper into a printer or retrieving prints from it.</p> <p>Members attending groups on site will be provided by Member Support with a pack of pens and other essential stationery and equipment for their own personal use. These items should not be shared.</p>

		<p>Members will continue to collect their expenses in cash on the day of their visits – we have assessed this is an unavoidable aspect of our service. Cash amounts will be prepared in advance. Any staff handling cash will either wear gloves or sanitize their hands before and afterwards.</p> <p>Scripts or other printed material essential for group work or rehearsals should be printed in advance (ideally 72 hours) and left in a designated space for each Member / artist; or retrieved from the printer by one staff member / group facilitator after washing their hands and left in a designated space for each Member / artist. Once collected by Members / artists, they should not be shared with or touched by anyone other than the recipient.</p> <p>If last minute script printing is unavoidable, gloves should be used by any staff member who handles them.</p> <p>Group activities involving the passing of items e.g. a ball between the group members should be limited, though if unavoidable the items should be sanitized before and after use; all participants should wash or sanitize their hands before and after the activity.</p> <p>Contractors working on site and staff preparing spaces for use / maintenance work should be discouraged from passing items directly to another person.</p> <p>Staff members should wash their hands before and after handling shared items.</p>
<p>Contracting or spreading coronavirus by passing post or other delivered items between people</p>	<p>Staff, volunteers, freelancers, Members, contractors, any other visitors</p>	<p>An external storage box for small-medium size deliveries now provided just inside the main entrance: delivery drivers asked to leave packages there, if possible, to reduce direct passing of goods and the number of delivery drivers needing to enter the building fully. Bigger items to be brought into building and stored safely in main entrance lobby.</p> <p>All goods and post to be received/retrieved by a member of the Operations Team, who must wash hands before touching any delivered items, and after disposing of the outer packaging, disposable gloves</p>

		<p>also provided for staff as an alternative (optional). Staff collecting goods from outside Reception should wash hands before retrieving them and after handling them.</p> <p>All letters received by post will be opened at Reception, scanned and emailed directly to the staff member.</p> <p>Staff are now not allowed to send personal post to Clean Break.</p>
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Further action needed to control the risks

Action	Who and when
Member Support team and freelancers facilitating groups to supervise and monitor group behaviour to ensure guidance on limited sharing / passing items are being followed	Member Support team, group facilitators – continuous
Member Support team to pre-order anticipated cash amounts with the Head of F&O at least a week in advance	Member Support team

6. Cleaning

Risk identified	Who might be harmed and how?	Controls in place
Contracting or spreading coronavirus by not cleaning or sanitising surfaces, equipment or workstations adequately	Staff, volunteers, freelancers, Members, contractors, delivery drivers, any other visitors	<p>The pre-lockdown cleaning provision has been increased, with additional support provided by contract cleaners and/or the Operations Team.</p> <p>All toilet facilities have new (as of September 2020) toilet seats, toilet brushes and pedal operated bins. These facilities will be stock checked, cleaned and sanitised regularly during opening hours.</p> <p>Touch points in high traffic areas sanitised throughout opening hours on a continual rota.</p> <p>A clear desk policy has been put in place, to allow for thorough cleaning of the designated desks (those in active use) between each working day. Items found on desk will be moved off the desk for cleaning if necessary.</p> <p>Studios 3 and 4 used for group work and rehearsals to be cleaned thoroughly at the start of the day and between each group.</p>

		<p>Kitchen (Members') and Green Room to be cleaned thoroughly at the start of the day and after each break.</p> <p>Kitchen (Member's) to be deep cleaned by a certified external contractor at the start of each on site season of work (previously once a year).</p> <p>Times of the day's cleans and inspections of toilet facilities, kitchens, dining spaces and Reception /hallway to be recorded and visible to all visitors.</p> <p>Cleaners are provided with gloves, and a face covering should be worn by them for during opening hours (plus any additional PPE required based on COSHH risk assessments as usual).</p> <p>If someone on site experiences coronavirus symptoms, protocol is in place for additional deep cleaning of all areas they may have come into contact with before the next working day.</p>
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Further action needed to control the risks.

Action	Who and when
Weekly stock check and weekly ordering of depleted cleaning supplies before stock gets too low; ordering in bulk as far as storage space allows	Cleaner and Operations Team - weekly

7. Ventilation

Risk identified	Who might be harmed and how?	Controls already in place
Poor workplace ventilation leading to risks of coronavirus spreading	Staff, volunteers, freelancers, Members, contractors, other visitors	<p>Clean Break has lots of windows that will be opened to provide natural fresh air ventilation, except for the coldest days when this is not workable. They will be unlocked by the operational staff member who unlocks the building that day.</p> <p>Door may be propped open with a suitable stop (agreed by Ops team) or Dorgards where practical and affordable</p>

		<p>4 out of 5 toilet facilities have working extractor fans and the 5th toilet is the least used.</p> <p>Tower fans purchased for each office, meeting room spaces and studios 3&4 (June 2021) to encourage airflow and improved ventilation.</p>
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Further action needed to control the risks

Action	Who and when
All toilet extractor fans to be serviced regularly; seek to reinstate extraction in the 5 th toilet (between Studios 1 & 2)	Head of F&O to arrange, as soon as possible
Consider if some courtyard protection from rain can be provided, to maximise use of outside space	Head of F&O with Operations Manager – before winter 2021

8. Symptoms on site

Risk identified	Who might be harmed and how?	Controls in place
Contracting or spreading coronavirus by someone visiting our site not being fully aware of the main symptoms of coronavirus, and therefore unknowingly coming on site with symptoms themselves	Staff, volunteers, freelancers, Members, contractors, other visitors	<p>Our guidance, sent in advance to all planned visitors, will clearly outline the main symptoms of coronavirus and state that visitors must not come on site if they are experiencing symptoms.</p> <p>All visitors asked to self-declare that they are symptom free and have not been asked to self-isolate when they sign in at Reception. List of symptoms also displayed at Reception .</p> <p>As an additional precaution, because we have identified a risk that the main symptoms are not necessarily widely understood, we will actively monitor one of the main symptoms by taking the temperature of all visitors (except those dropping off deliveries) using a contactless, wall mounted infrared device.</p> <p>Anyone with a temperature of 37.8° or above will be required to leave, following the symptoms on site protocol below.</p>

<p>Spreading coronavirus by someone developing symptoms on site and not handling this development effectively</p>	<p>Staff, volunteers, freelancers, Members, contractors, other visitors</p>	<p>Our protocol for handling those displaying symptoms on site is as follows:</p> <ul style="list-style-type: none"> • Individual is moved to the designated First Aid room (Meeting Room 1 or 2) as soon as possible by the First Aider wearing appropriate PPE • First Aider liaises with Head of Finance & Operations/Operations Manager to arrange transportation home, by private taxi • Individual asked to arrange a coronavirus PCR test via NHS as soon as possible and to let us know the outcome • Other people on site informed that someone on site had symptoms (without breaching GDPR). Those on site asked to end their activities early and head home, taking care to physically distance on the route • Other staff should be informed that someone on site displayed symptoms (without breaching GDPR) • The building should be deep cleaned and disinfected before it reopens (a thorough clean and disinfect of all surfaces) • Cleaners must wear rubber gloves and a plastic apron for this cleaning • Any rubbish that may be contaminated with the virus – including the PPE worn by the cleaners – should be double bagged and put in the former compost bin in the courtyard. After 3 days (or after confirmation of a negative test) it can be transferred to the normal rubbish bin and disposed of <p>Refer to useful additional guidance for deep cleaning here https://app.croneri.co.uk/feature-articles/deep-cleaning-workplace-time-coronavirus and here https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings/covid-19-decontamination-in-non-healthcare-settings</p>
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Further action needed to control the risks

Action	Who and when
None identified	

9. Travel, Shops & Cafes

Risk identified	Who might be harmed and how?	Controls in place
Contracting or spreading coronavirus through: commuting to and from Clean Break premises on public transport	Staff, volunteers, freelancers, Members, contractors, other visitors	<p>We have limited our services which require travel during peak times and continue to offer a range of our services online and working from home options.</p> <p>Our guidance encourages all who visit us to limit time on public transport when travelling to us, if at all possible.</p> <p>Avoiding public transport will not be possible for everyone, so our main activities on site have been planned, where practicable, to avoid the busiest times on public transport. TFL states busiest times across the network as before 8:15 am and between 4:00-5:30pm on weekdays but travellers should review and avoid busiest times on their specific route. Members groups are now planned to start at 11am earliest and finish at 3pm latest.</p> <p>Our guidance reminds our visitors to follow TFL's safety & hygiene measures when travelling to us, which are:</p> <ul style="list-style-type: none"> • Wear a face covering over your nose and mouth, unless you are exempt for age, health or accessibility reasons • Maintain social distancing if at all possible • Follow signs, listen to announcements and pay attention to TFL staff • Wash your hands before and after your journey

		<ul style="list-style-type: none"> • Carry hand sanitiser or use sanitiser points at stations • Use contactless or Oyster to pay for your travel <p>Our guidance encourages staff, volunteers or freelancers to go further, by:</p> <ul style="list-style-type: none"> • Walking the first or last mile of the journey, if this avoids busier stations / stops • Routinely sanitising their hands throughout the journey, especially after contacting surfaces • Avoiding touching surfaces with their fingers and hands where possible, by using their elbow to push open doors etc.
staff, volunteers, freelancers or Members living together and/or travelling to work together	Staff, volunteers, freelancers, Members	All staff have been asked directly to disclose whether they live with or are in a support bubble with other Clean Break staff, volunteers, freelancers or Members, so that we can understand the risks to them and the potential implications for the delivery of our work if the virus were to be passed between them.
staff, volunteers or freelancers travelling between Clean Break's premises and other premises, or directly from home to other premises, on the company's behalf	Staff, volunteers, freelancers	<p>As above, our guidance for journeys where public transport is unavoidable refers to TFL's safety & hygiene measures and expands on these.</p> <p>Face coverings and hand sanitiser is made available to all staff or volunteers needing to travel to other sites.</p>
visiting local shops, cafes and other traders on the way to work during the working day	Staff, volunteers, freelancers, Members, contractors, other visitors	<p>Our guidance encourages staff, volunteers, freelancers and Members to be mindful of the impact on virus spread of any visits they make during the working day to shops, cafes, and other buildings, to wear a face covering when moving around other spaces if they can, and maintain as much distance from others as possible - regardless of whether the other premises ask for this.</p> <p>Staff and volunteers are strongly encouraged to bring lunch and snacks with them, from home. Members are encouraged to take up the food offer provided for them on the premises.</p>

Further action needed to control the risks

Action	Who and when
Ensure guidance continues to be distributed in advance to all planning to visit us or travel on our behalf	H&S Leads, ongoing
Operations staff to monitor no. of trips in and out of the building during the working day, and issue regular reminders to ensure travel and shop visits continue to be kept to a minimum	Operations Team, ongoing

10. Personal Protective Equipment

Risk identified	Who might be harmed and how?	Controls in place
Risk of exposure to workplace hazards because usual PPE is out of stock due to increased demand for PPE during the pandemic	Cleaners, First Aiders	Cleaners use protective gloves for most tasks. Our stock levels are currently adequate. First Aiders face masks, aprons and gloves in case they need to assist someone displaying coronavirus symptoms on our premises. Our stock levels are currently adequate.

Further action needed to control the risks

Action	Who and when
Weekly stock check and weekly ordering of depleted PPE supplies before stock gets too low; ordering in bulk as far as storage space and budget allows, utilising local council free PPE supply offer.	Cleaner and Operations Manager - weekly

11. First Aid and Fire Safety

Risk identified	Who might be harmed and how?	Controls in place
With fewer staff in the building than usual, there is a risk that insufficient numbers of First Aiders and Fire Wardens will be present during opening hours	Staff, volunteers, freelancers, Members, other visitors	<p>For a reduced maximum capacity of 50 people, 1 fully trained First Aider and 1 Fire Warden is assessed as adequate. This assessment may need to be reviewed alongside individual Risk Assessments for vulnerable people.</p> <p>Clean Break defines a fully trained First Aider as someone who has completed an Emergency First Aid at Work course, or higher (such as First Aid at Work)</p>

Further action needed to control the risks

Action	Who and when
Ensure adequate cover available for First Aid and Fire Warden roles	Head of F&O, ongoing

12. Vulnerable people

Risk identified	Who might be harmed and how?	Controls already in place
Increased risk of infection and complications for vulnerable people	Staff, volunteers, freelancers, Members, other visitors	<p>Clinically extremely vulnerable people are considered by the NHS to be at high risk from coronavirus. Clinically vulnerable people are considered by the NHS to be at moderate risk from coronavirus. As a women-only organisation, it is worth noting that this category includes pregnant women.</p> <p>Clean Break has confirmed to staff that no-one in the clinically extremely vulnerable category is required to work on the premises at present, but we will support them to work on site as safely as possible if they are comfortable doing so.</p> <p>Clean Break will strongly discourage volunteers, freelancers, Members or other visitors who are in this category from coming on site, and we reserve the right to refuse access if we feel the risks to their health outweigh the need or desire to come on site.</p>

		An individual risk assessment must be carried out by Clean Break for any person we are considering inviting to our premises who we have been informed falls into either of the vulnerable categories, in consultation with them.
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Further action needed to control the risks

Action	Who and when
Individual risk assessments as required	Head of F&O / Operations Manager working with the staff member who has indicated the need – as required

13. Mental health & wellbeing

Risk identified	Who might be harmed and how?	Controls already in place
Mental health & wellbeing affected through isolation or anxiety about coronavirus	Staff, volunteers	<p>Line managers checking in with all staff at least weekly</p> <p>Regular opportunities created for colleagues to socialise (online)</p> <p>Weekly team meetings</p> <p>Working from home arrangements including impact on health & wellbeing discussed with line managers; guidance provided on good practices and routines for healthy home working</p> <p>Return to work conversations scheduled between each staff member and their Manager or the Executive Director, including impact on health & wellbeing of returning to the workplace considering their individual circumstances.</p>

Further action needed to control the risks

Action	Who and when
Managers and senior team to continue to monitor staff health & wellbeing in relation to isolation or anxiety caused by the coronavirus pandemic: through regular check-ins and review of working arrangements and plans in development.	Managers, senior team – Manager weekly check-ins, Leadership team review at least monthly

14. Home working set-up

Risk identified	Who might be harmed and how?	Controls already in place
Musculoskeletal disorders as a result of using DSE at home for a long period of time	Staff	<p>Information has been provided to all those working from home on using DSE and how to protect themselves.</p> <p>Staff completed a self-assessment of improvements they would work on and improvements they needed guidance on or further support with. Guidance and support is being provided in response to the self-assessments.</p>

Further action needed to control the risks

Action	Who and when
Continue to provide guidance and support as identified in the self-assessments, and encourage responses from those who haven't yet returned their self-assessment	Managers – prompt regularly
Regular check-ins with individual staff in case new issues arise	Managers – at least monthly
Assessments for newly appointed staff who are working from home	Head of Finance & Operations – within one month of starting

15. Communication & Guidance

Risk identified	Who might be harmed and how?	Controls already in place
The safety measures we put in place are not followed properly because they aren't communicated effectively, or reinforced enough	Staff, volunteers, freelancers, Members, other visitors	<p>Regular safety updates have been shared with the staff team at team meetings and by email as this Risk Assessment and Guidance documents were being developed.</p> <p>Our approach has been developed in consultation with the staff team incorporating discussions with freelancers, volunteers and Members</p> <p>This Risk Assessment is made available to all staff and visitors and will be kept updated.</p> <p>Guidance documents have been produced for and shared with Staff, Volunteers & Freelancers, Members, and other Visitors (including contractors working on site) with opportunities to discuss the contents.</p> <p>Key messaging from these documents reinforced on site through signage and regular reminders from staff and group facilitators.</p>
The safety measures we put in place are not followed properly because habits are hard to change: Clean Break is a relaxed, familiar place to many who are used to moving freely around the building as they wish	Staff, volunteers, freelancers, Members, other visitors	<p>As well as the signage in place, we have made sure that enough staff from the right teams are on site on Member's days and rehearsal days, to further reinforce new ways of working and moving around the building.</p> <p>Staff should model best-practice of safety measures to other on-site visitors, including Members, volunteers and freelancers.</p>

Further action needed to control the risks.

Action	Who and when
Staff to stay alert to any controls that are not working, and discuss with Head of F&O and other colleagues as soon as the issue is identified.	All staff on site, continuous

16. Working with other businesses & organisations

Risk identified	Who might be harmed and how?	Controls already in place
Contractors working on our site may not follow or want to follow our protocols, or may themselves have inadequate procedures in place for their work	Staff, volunteers, freelancers, Members, contractors, other visitors	<p>Guidance for contractors working on our site has been produced and must be sent to contractors in advance of work commencing on site.</p> <p>Contractors should also have their own policies and procedures in place. These will be requested and reviewed before they come on site.</p> <p>Any conflicts between the two sets of guidance to be discussed and resolved before the first visit.</p> <p>Staff greeting contractors to wear face coverings, in case 2 metre distancing is not followed by them.</p> <p>We will postpone or if necessary cancel work where the contractors' coronavirus safety measures are inadequate.</p>
When working on other people's sites, other organisations may not have adequate procedures in place to protect our staff or volunteers	Staff, volunteers	<p>The other organisation's coronavirus guidance should be reviewed before we send staff or volunteers to their site.</p> <p>We will request additional measures where we feel they are necessary to protect our representatives.</p> <p>We reserve the right to keep individuals away from another site until any safety issues are resolved.</p>

Further action needed to control the risks

Action	Who and when
Request and review third party coronavirus guidance / procedures as necessary	Project lead in consultation with Head of F&O – ongoing, as needed

17. Test and Trace

Risk identified	Who might be harmed and how?	Controls in place
<p>Unable to comply with Government's Test & Trace programme if we do not adequately record name and contact details and visit times of the people attending our premises.</p> <p>Risk of contributing to untraceable spread of virus.</p>	<p>Wider public</p>	<p>Clean Break's existing signing in app, SwipedOn, adequately and securely records names and contact phone numbers of Staff, Members, volunteers and visitors (such as contractors), provided they sign in and out each time they enter or leave.</p> <p>Member Support team physically present at start and end of activities to ensure signing in and out of Members at Reception (who don't usually register their attendance in this way).</p> <p>Staff must sign in either at Reception or using the SwipedOn app, they must complete a temperature check at Reception each time they enter the building.</p>
<p>Audience members (visitors) attending a performance in the courtyard would not be captured by existing sign-in / out procedures.</p> <p>Risk of contributing to untraceable spread of virus</p>	<p>Staff, volunteers, and wider public,</p>	<p>For the duration of any performances, we will use an NHS Test & Trace QR, as the building will be functioning as a performance venue.</p> <p>Audience members will be required to sign in using official NHS QR code, or provide contact details (to be kept securely for 21 days) to FoH Supervisor upon arrival.</p>
<p>An individual who is working on an in-person Clean Break project is notified to self-isolate by the NHS Test & Trace app.</p> <p>Risk of contributing to spread of the virus.</p>	<p>Staff, volunteers, Members, freelancers and other workplace personnel (e.g., visitors or contractors)</p>	<p>Clean Break's protocol is that any individual notified by the Test & Trace app should follow the guidance provided by the NHS and isolate for the full time and contact the Head of F&O immediately.</p> <p>Staff, including Freelancers, and volunteers are expected to take up free lateral-flow COVID-19 tests (provided by the NHS and in pharmacies) and perform regular at-home testing, at least twice weekly.</p>
<p>An individual who is working on an in-person Clean Break tests positive for COVID-19.</p> <p>Risk of contributing to spread of the virus.</p>	<p>Staff, volunteers, Members, freelancers and other workplace personnel (e.g., visitors or contractors)</p>	<p>Clean Break's protocol is that any individual who tests positive for COVID-19 should follow the guidance provided by the NHS and isolate for the fully recommended period. They should contact the Head of F&O as soon as possible after receiving a positive result.</p>

		<p>If the individual has been at Clean Break's premises, the Operations Team should then use the sign in & out information to advise any other individuals who were present at the same time (including volunteers, visitors and freelancers) to take a covid test as soon as possible.</p> <p>Staff, including Freelancers, and volunteers are expected to take up free lateral-flow COVID-19 tests (provided by the NHS and in pharmacies) and perform regular at-home testing, at least twice weekly.</p>
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Further action needed to control the risks

Action	Who and when
Regular reminders to staff about lateral-flow testing requirement or those coming on site	Head of F&O or Operations Manager, in team meetings or by email