# Smith Partnership Covid – 19 Risk Assessment

# This document should be read in conjunction with the relevant sections of Smith Partnership Covid – 19 Guidance to Staff (SP guidance).

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## Assessment carried out by: KEVIN MCGRATH

## Date of next review: 1st March 2021

## Date assessment was carried out: 20th May2020, 30th June 2020, 31st July 2020, 8th August 2020, 30th August, 4th October 2020, 2nd November 2020, 1st December 2020, 5th January 2021, 1st February 2021

| What are the hazards? | Who might be harmed and how? | What are you already doing to control the risks? | What further action do you need to take to control the risks? | Who needs to carry out the action? | When is the action needed by? | Done |
| --- | --- | --- | --- | --- | --- | --- |
| **Transfer of the virus between staff** | Staff and their contacts | Our policy is that staff must work from home unless it is unreasonable for them to do so.Issue guidance to staff who have to attend offices.Monitoring attendance levels at all of our officesSocial distancing enforced.Increased availability of hand washing/sanitising facilities and guidance.Increased signage in all area and floor markings where required.Restrict access to offices to clients and others.All staff to wear masks when not seated at their desksEnhanced cleaning routines by contract cleaners. | Closely monitor attendance levels at officesComplete individual work assessment formsIssue revised SP Guidance as and when requiredEnsure staff have access to revised guidance on intranet and websiteMonitor compliance with SP Guidance | BMsHODs/branch managersKMG BD/ITHODs/BMsHODs/BMsHODs/BMs | Weekly16th October 2020As and when requiredAs and when updatedDaily     DailyDaily | 16th October 202022nd May 202010th June 202030th June 202024th July 202030th July 202031st july 2020, 8th August,30th August,4th October,4th November,5th January,1st February |
| **Transfer of the virus between staff, clients and visiting professionals** | Staff, their contacts clients and visiting professionals | Avoiding face to face meetings wherever possible. Increased use of video conferencing facilities. | Issue revised SP guidance to staff concerning client meetings.Install adequate screens, signage and sanitization products in all reception areasRearrange interview rooms to facilitate safe client meetingsWebsite to be updated to give clients updated information on arrangements for meetings.Staff to provide detailed written information in advance to those attending meetings in accordance with revised SP guidance.All attendees to wear face masks unless exempt.Compliance to be monitored by HODs/BMs | KMGIT/ HandymanIT/BMsBDAll staffAll staffHODs/BMs | 31st July 202029th May 202029th May 20209th January 2021In advance of each meetingIn advance of each meetingDaily | 31st July 202029th May 202029th May 2020 |
| **Transfer of the virus between contractors/delivery drivers and staff** | Contractors/delivery drivers, staff and their contacts | Avoiding any unnecessary deliveries/contractor visits.Enforcing social distancing.Increase frequency of hand washing/saniitizing after handling deliveries | Issue revised SP guidance to staff on accepting deliveries and processing incoming material.Confirm all contractors/delivery firms have their own risk assessments and guidanceCompliance to be monitored by HODs/BMsAll contractors/delivery staff entering offices to be required to wear face masks unless exempt | KMGITHODs/BMsAll staff | 22nd May 2020OngoingWeeklyDaily | 20th May 2020 |
| **Transfer of the virus between staff and others when attending court and the police station** | Staff,clients, court and police station users | Conducting hearings and police station attendance by video or telephone wherever possible.Where personal attendance required wherever possible maintain social distancing | Issue revised SP guidance to staff on attendance at court and the police stationCompliance to be monitored by HODs/BMsMonitor safe systems of work at court and police stations, work with practitioner groups and report any concerns to HMCTS and police | KMGHODs/BMsAO | 22nd May 2020Daily | 20thMay 2020 |
| **Transfer of the virus between staff and members of the public when staff carrying out their duties out of the office such as banking or visiting the post office** | Staff,their contacts and members of the public | Only nominated staff to carry out these duties.Social distancing.Gloves and masks issued  | Issue revised SP guidance to staff. Compliance to be monitored by HODs/BMs      | KMGHODs/BMs | 22nd May 2020Weekly | 20th May 2020 |
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More information on managing risk: [www.hse.gov.uk/simple-health-safety/risk/](http://www.hse.gov.uk/simple-health-safety/risk/)

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