

Risk Assessment (Coronavirus – COVID-19)

Organisation: Jacksons Law Firm Date of Assessment: 24/08/2020
 Location / Activity (if required): Falcon Court, Stockton Review Date: 23/08/2021
 Assessor: Mark Stouph Version: 3.1

What are the hazards?	Who might be harmed & how?	What are you already doing?	Do you need to do anything else to manage this risk?	Action by whom?	Action by when?	Done
Arrival & departure from Work - Infection	Staff, visitors and contractors may be exposed to the virus	<ul style="list-style-type: none"> • Good housekeeping is carried out. • Automatic doors to eliminate contact. • Cleaning by external contractors each weekday evening. • Awareness and information posters and signage at key locations around the building, including at entrance. • Mix of office and home working to facilitate office occupancy levels. • Number of staff in office kept to satisfactory levels. Occupancy closely monitored by Team Leaders and Partners. • Adequate car parking available. • Cleaners undertaking increased activity: <ul style="list-style-type: none"> – Daily cleaning of door handles, – Daily cleaning of telephones, – Daily cleaning of keyboards. • Vulnerable workers work from home wherever possible. Single use 				

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		<p>meeting room available if work at home not possible.</p> <ul style="list-style-type: none"> • Records maintained of visitors to site (to aid tracing). • Staggered start and finish times agreed by staff with Team Leaders. • 'Keep Left' signs installed at bottom and top of stairs. • Sign installed on lift (ground floor and first floor) advising one person in lift at any one time. Also, staff encouraged to use stairs rather than lift. • 2m floor markings on approach to reception and at key locations in office. • Hand sanitisers installed at lift (ground & first floor). • Hand sanitisers installed on table at entrance with instructions for visitors. • Hand sanitisers installed in reception and meeting rooms. • Protective screens installed in reception and meeting rooms. • Wipes provided in reception to regularly clean surfaces, pens, etc. • Reconfigure seating in reception to ensure 2m distancing. Remove or mark seats that should not be used. 				

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		<ul style="list-style-type: none"> • Protective gloves provided at reception and at mail room for handling post and documents. • Ensure packages are cleaned on delivery • Post collection procedures in place with post collected by staff in own vehicle. • Car sharing discouraged. 				
Working in the office - infection	Staff, visitors and contractors may be exposed to the virus	<ul style="list-style-type: none"> • Adequate toilets with hot water, soap facilities. • Paper towels provided to kitchen areas around office & canteen. • Paper towels provided in toilets • Increased frequency of handwashing by staff, visitors and contractors. • Awareness posters displayed at various locations. • High Screens in place at some workstations. • Regular communications with staff using Zoom conference calls and email for more urgent messages (office as well as home working). Microsoft Teams in place for staff to communicate with each other as well as telephone, email, zoom. Communications include health and 				

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		<p>safety updates regarding coronavirus.</p> <ul style="list-style-type: none"> • No hot desking. • Client visits limited to essential e.g. document signing. Clients required to wear face coverings in communal areas of office e.g. reception. • Virtual meetings held wherever possible. • Frequent cleaning of work surfaces • Waste removal each day from office areas. • Enhanced cleaning at the end of each weekday. • Sign installed on hand dryers in toilets requesting staff to use paper towels. • Signs installed on toilets reminding of social distancing and location of alternative facilities. • Hand sanitisers installed next to communal printers (ground floor and first floor) • Disposable pens provided in reception & meeting rooms. • Workstations clearly designated for use (side-by-side and back-to-back). No face-to-face workstation settings to be used unless protective screens are in place. 				

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		<ul style="list-style-type: none"> • Sign installed at entrance to each meeting room reminding occupants of 2m distancing, not to share pens, use screens, etc • Sign installed prohibiting use of shower; hand basin can continue to be used. • Staff have been advised not to have personal items delivered to office e.g. amazon orders etc. • Order sizes increased where possible to reduce frequency of deliveries (stationery, etc). • Partners & Team Leaders advised to avoid staff moving between teams. Reduce passing documents to others as much as possible. Firm moved to 'paperlite' systems to reduce printing and passing physical documents between staff. • Limit visitors/clients as much as possible. Pre-booked appointments only. Limit appointment times to avoid staff arrival periods. • Enhanced cleaning arranged with contractors • Reduced use of high-contact items as much as possible e.g. photocopiers, printers, etc. 				

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Break times & Lunch	Staff and contractors may be exposed to the virus	<ul style="list-style-type: none"> • Canteen available for breaks. No seating permitted in canteen due to space restrictions. Kitchen facilities reduced to reduce room use e.g. no microwave. • Enhanced cleaning of canteen by contract cleaners. • Reconfigured seating in canteen to ensure social distancing. • Staff encouraged to bring their own food to work. Encourage staff to bring flask of coffee/tea to reduce need to use on site facilities. • Surface wipes provided for use in canteen. Staff regularly reminded of the importance of wiping surfaces after use e.g. kettle, fridge door handle etc. • Break times, particularly lunch, to be staggered to avoid congestion in canteen. 				
Dealing with a potentially exposed employee or visitor	Risk of staff and visitors being exposed to the virus	<ul style="list-style-type: none"> • First aid trained staff on site. • Data protection policy (identification of exposed employee / visitor). • Sign in arrangements in place. • Work at home possible for self-isolating employee. • Suitable isolation room (meeting room) available if required. 				

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		<ul style="list-style-type: none"> Information provided to first aiders on correct procedures to adopt and safe distances. Information provided to reception staff. PPE mask and protective gloves provided in each first aid box. 				
Staff Travel	Staff may travel / return from abroad	<ul style="list-style-type: none"> Holiday procedure in place Sickness absence procedure in place Self-isolation for 14 days on arrival into UK from Government designated Countries. 				
Work events	Staff and visitors could be exposed to the virus if attending large events e.g. conferences, seminars, etc.	<ul style="list-style-type: none"> Staff not currently attending conferences, seminars etc. Jacksons events cancelled or changed to virtual online events. Virtual online events only. Staff remind not to attend conferences / seminars etc. Virtual online events only. 				
Staff Training	Staff could be exposed to virus or be placed at higher risk if social distancing cannot be observed	<ul style="list-style-type: none"> Principle for all staff training shall be to observe 2m social distancing rules. Where social distancing cannot be observed due to practical difficulties (e.g. sharing computer screen during training, etc) additional protective measures must be used 				

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		which will include one or more of the following: <ul style="list-style-type: none"> • Wearing of protective face visors, • Limiting time spent to 15-minute sessions. • Retaining the same trainer/trainee combination rather than frequent changes of personnel. • Use of hand sanitisers before and after training session. • Avoiding sitting face-to-face. 				

It is important you discuss your assessment and proposed actions with staff or their representatives.

You should review your risk assessment if you think it might no longer be valid, e.g. following an accident in the workplace, or if there are any significant changes to the hazards in your office, such as new work equipment or work activities.