

# Foxhills

## MANAGEMENT RISK ASSESSMENT

<b>Department:</b> Leisure	<b>Area/Task:</b> Swimming pool and hydrotherapy pool within the Spa building. Opening scheduled for 25 July 2020	<b>Assessor/s:</b> Chris Fitt/ Paul Burgess/Steve Barrass	<b>Date:</b> 22-24 July 2020	<b>RA Ref No:</b> FOX/L/SP/MRA
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Note: This risk assessment is subject to change following any industry specific announcements by the UK Government and subsequent guidance from ministers.

## ASSOCIATED RISK ASSESSMENT (RA) DOCUMENTATION

<b>Manual Handling RA Ref:</b> Currently not applicable	<b>COSHH RA Ref:</b> Currently not applicable	<b>DSE RA Ref:</b> Currently not applicable	<b>Lone Working RA Ref:</b> Currently not applicable	<b>Young Person RA Ref:</b> Currently not applicable	<b>Fire Risk Assessment Ref:</b> Currently not applicable
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### Hazard Identification and Initial Risk Level Classification

Within the department, review the work area or tasks that are undertaken. Consider the **significant** hazards in the work area or within the task or job. Observe all the work area or how the task is undertaken. When conducting this assessment, ensure you consult personnel who work in the area or who are involved in or may be involved in the task. Allocate a risk rating and consider if the risks are adequately controlled.

Step 1 IDENTIFY THE HAZARDS												
1	Slips & Trips	6	Storage, space & obstructions	11	Use of vehicles & buggies/driving at work	16	Fire hazards	21	Food preparation/allergens	List any specific Hazards:		
2	Storage at height Falling objects	7	Use of electrical equipment	12	Working outdoors/ extremes of weather	17	Flammable materials	22	Extremes of temperature	26	Contracting Covid-19	✓
3	Inappropriate housekeeping	8	Use of portable tools	13	Working at height	18	Work in confined spaces	23	Lone working	27		
4	Manual handling tasks/activities	9	Fixed work equipment	14	Noise & Vibration	19	Work with hazardous substances	24	Out of hours/night working	28		
5	Display screen equipment	10	Lighting levels – internal/external	15	Naked flames	20	Condition of the building/structure	25	Violence or verbal abuse to staff	29		

**Proceed to Step 2** and list the hazards that have been identified, along with what is being done to control the risk and any further action to eliminate or reduce the risk

Step 2 EVALUATE THE RISK CONTROLS							
Hazard No	Hazard Description	Who could be harmed?	Existing Control Measures	Is the risk adequately controlled?			Further action to reduce the risk
				Risk H/M/L	YES	NO	
<b>Covid-19 Generic</b>							
26	<b>Spread of Covid-19 Coronavirus</b>	Members, Guests & Staff	<b>Hand Washing</b> <ul style="list-style-type: none"> <li>Hand washing facilities with soap and hot water in place.</li> <li>Stringent hand washing taking place.</li> <li>See hand washing guidance.</li> <li><a href="https://www.nhs.uk/live-well/healthy-body/best-way-to-wash-your-hands/">https://www.nhs.uk/live-well/healthy-body/best-way-to-wash-your-hands/</a></li> <li>Drying of hands with disposable paper towels or hand driers.</li> </ul>	M	✓		Employees to be reminded on a regular basis to wash their hands for 20 seconds with water and soap and the importance of proper drying with disposable towels. Also reminded to catch coughs and sneezes in tissues – Follow Catch it, Bin it, kill it and to avoid touching face, eyes, nose, or mouth with unclean hands.

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<b>Covid-19 Generic</b>									
26	<b>Spread of Covid-19 Coronavirus</b>	Members, Guests & Staff	<ul style="list-style-type: none"> <li>Gel sanitisers (60% alcohol based) in any area where washing facilities not readily available</li> </ul>	M	✓				
26	<b>Spread of Covid-19 Coronavirus</b>	Members, Guests & Staff	<p><b>Cleaning</b> Frequently cleaning and disinfecting objects and surfaces that are touched regularly particularly in areas of high use such as door handles, light switches using appropriate cleaning products and methods.</p>	M	✓		Checks will be carried out by Managers/Duty Manager to ensure that the necessary procedures are being followed.		
26	<b>Spread of Covid-19 Coronavirus</b>	Members, Guests & Staff	<p><b>Social Distancing</b> Workplaces should make every reasonable effort to comply with the social distancing guidelines set out by the government - <b>2m, or 1m with risk mitigation.</b> Where 2m is not viable, you should consider and set out the mitigations you will introduce.</p> <p>Further mitigating actions include:</p> <ul style="list-style-type: none"> <li>Further increasing the frequency of hand washing and surface cleaning.</li> <li>Keeping the activity time involved as short as possible.</li> <li>Using screens or barriers to separate staff from each other and staff from customers at points of service.</li> <li>Using back-to-back or side-to-side working (rather than face-to-face) whenever possible.</li> <li>Reducing the number of people each person has contact with by using 'fixed teams or partnering</li> <li>Finally, if people must work face-to-face for a sustained period with</li> </ul>	M	✓		<p>Staff to be reminded daily of the importance of social distancing both in the workplace and outside of it.</p> <p>Management/Duty Manager checks to ensure compliance.</p>		

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<b>Covid-19 Generic</b>									
26	<b>Spread of Covid-19 Coronavirus</b>	Members, Guests & Staff	<ul style="list-style-type: none"> <li>more than a small group of fixed partners, then you will need to assess whether the activity can safely go ahead. No one is obliged to work in an unsafe work environment.</li> <li>In your assessment you should have regard to whether the people are especially vulnerable to COVID-19</li> </ul> <p>Relocating workers to other tasks. Conference calls to be used instead of face to face meetings.</p> <p>Ensuring sufficient rest breaks for staff. Social distancing also to be adhered to in canteen and smoking area.</p>	M	✓		<p>Staff to be reminded daily of the importance of social distancing both in the workplace and outside of it.</p> <p>Management/Duty Manager checks to ensure compliance.</p>		
26	<b>Spread of Covid-19 Coronavirus</b>	Members, Guests & Staff	<p><b>Wearing of Gloves</b></p> <p>Where the wearing of gloves as a requirement of the job, an adequate supply of these will be provided. Staff will be instructed on how to remove gloves carefully to reduce contamination and how to dispose of them safely.</p>	M	✓		<p>Management/Duty Manager checks to ensure compliance.</p>		
26	<b>Spread of Covid-19 Coronavirus</b>	Members, Guests & Staff	<p><b>Face Coverings</b></p> <p>Tasks and activities fall outside of a clinical setting. The role of PPE in providing additional protection is extremely limited. Other controls should be used such as screens, social distancing, increased hand/surface washing/wearing gloves. However, a face covering and/or a face visor may be worn in enclosed spaces where social distancing is not possible. Face coverings are available to staff from their manager.</p>	M	✓		<p>Evidence from PHE confirms that the benefit of using a face covering is weak compared against other ways of managing Covid-19 risk. Social distancing, increased hand and surface washing and wearing gloves.</p> <p>If worn, dispose of face covering in a secure bin prior to leaving the complex.</p> <p>Management/Duty Manager checks to ensure compliance.</p>		

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<b>Covid-19 Generic</b>									
26	<b>Spread of Covid-19 Coronavirus</b>	Members, Guests & Staff	<p><b><u>Symptoms of Covid-19</u></b></p> <p>If anyone becomes unwell with a new continuous cough or a high temperature, or loss of taste or smell in the workplace, they will be sent home and advised to self-isolate at home for 14 days and contact 111.</p> <p>Report the situation to the Duty Manager who should take immediate action and complete an Incident Form.</p>	H	✓		<p>Internal communication channels and cascading of messages through HR/managers will be carried out regularly to reassure and support employees in a fast-changing situation.</p> <p>HR and the relevant managers will offer support to staff who are affected by Coronavirus.</p>		
26	<b>Spread of Covid-19 Coronavirus</b>	Members, Guests & Staff	<p><b><u>Mental Health</u></b></p> <p>Management will promote mental health &amp; wellbeing awareness to staff during the Coronavirus outbreak and will offer whatever support they can to help</p> <p><a href="https://www.mind.org.uk/information-support/coronavirus-and-your-wellbeing/">https://www.mind.org.uk/information-support/coronavirus-and-your-wellbeing/</a></p> <p><a href="http://www.hse.gov.uk/stress">www.hse.gov.uk/stress</a></p>	M	✓		<p>Regular communication of mental health information and open-door policy for those who need additional support. Initially contact relevant manager or Hospitality Action</p> <p>Hospitality Action 0808 8020282 <a href="http://www.hospitalityaction.org.uk">www.hospitalityaction.org.uk</a></p>		

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<b>Access</b>									
26	<b>Access/Security</b> Common point of contact when entering the pro shop and toilets.	Members, Guests & Staff	Essential doors will be left open if members of staff are in attendance. Where this cannot be achieved essential security doors will be cleaned with disinfectant every 60 minutes.	M	✓		Cleaning staff/departmental staff allocated specifically to complete cleaning tasks in this area. Managers and staff to monitor area/situation to ensure compliance		
26	<b>Access Doors</b> Common point of contact when moving through the clubhouse building.	Members, Guests & Staff	Opening of leisure outlets authorised by the UK Government. Opening of the Spa pool and changing rooms scheduled for 25 July 2020 based on implementation of SOP and specific training. <b>The outdoor sauna, indoor sauna and steam room will remain closed</b>	M	✓		Cleaning staff/departmental staff allocated specifically to complete cleaning tasks in this area. Managers and staff to monitor area/situation to ensure compliance		
26	<b>Building Access</b> Unauthorised access	Members, Guests & Staff	Access to the building there will be via an area outside Health Spa, clearly marked with signs. Access to the building will be by membership card or guest card only to ensure that we comply with the requirements of the government test and trace system	M	✓		Managers and staff to monitor area/situation to ensure compliance		
26	<b>Building Access</b> Spread of Covid-19 Coronavirus	Members, Guests & Staff	A Perspex screen will be on the spa reception desk and the gates will still be in use. Hand sanitiser station available on entry. A member of the team on the Reception desk to handle bookings, telephone enquiries and managing the flow of entry.	M	✓		Managers and staff to monitor area/situation to ensure compliance		
26	<b>Building Access</b> Spread of Covid-19 Coronavirus	Members, Guests & Staff	Entry to the Spa pool and changing rooms will be through the main Health Spa entrance, clearly marked with signs. Exit from the Spa pool and changing rooms will be via the fire exit on the way to the Yoga Cabin, clearly marked with signs.	M	✓		Managers and staff to monitor area/situation to ensure compliance		
<b>Booking</b>									
26	<b>Booking a session in the pool</b> Spread of Covid-19 Coronavirus	Members, Guests & Staff	Members and guests can book a one-hour slot for swimming pool use on the Foxhills booking system. All users should be asked to attend in "beach ready" to minimise changing room use.	M	✓		Managers and staff to monitor area/situation to ensure compliance		

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				Risk H/M/L	YES	NO			
<b>Spa pool and changing rooms</b>									
26	<b>Spread of Covid-19 Coronavirus</b>	Members, Guests & Staff	In line with Government guidelines and the limit set by the Golf and Leisure Director, the Spa pool capacity will be limited to 15 people using the pool at any one time. There will be a one-way system for guests/members entering and leaving the pool.	M	✓		Managers and staff to monitor area/situation to ensure compliance		
26	<b>Spread of Covid-19 Coronavirus</b>	Members, Guests & Staff	Sanitising wipe dispensers are available at various points around the Spa pool and changing rooms for users to sanitise the equipment after use All other touch points on the Spa pool and changing rooms floor will be thoroughly sanitised throughout the day Air conditioning will be on to allow maximum ventilation	M	✓		Managers and staff to monitor area/situation to ensure compliance		
<b>Phased Opening of Facilities</b>									
26	<b>Staff consultation</b> Lack of understanding/information	Staff	Managers, supervisors, and staff consulted by phone, e mail and a meeting prior to return. Covid-19 control measures being implemented explained and discussed. Any concerns noted.	M	✓		Follow up visit on site to confirm implementation		
26	<b>Phased opening</b> Unauthorised access to facilities	Members, Guests & Staff	Leisure outlets allowed to open following a UK Government announcement and specific Covid Secure industry guidance. Department/area/task specific Covid-19 risk assessments and SOP undertaken prior to opening. Risk assessments made available on Foxhills website.	M	✓		Managers and staff to monitor area/situation to ensure compliance		
26	<b>Unsafe working practices</b> Contracting/spreading virus	Members, Guests & Staff	Following the completion of the department Covid-19 risk assessments, drafting of an activity specific Safe Operating Procedure, SOP. Training session designed around the SOP criteria.	M	✓		Managers and staff to monitor area/situation to ensure compliance		
26	<b>Pool Water</b> Water condition	Members & Guests	Chlorine water treatment system monitored in accordance with PWTAG systems and parameters	L	✓		Group Facilities Manager and maintenance team to monitor area/situation to ensure compliance		

26	<b>Staff returning to work</b> Lack of information	Staff	Covid-19 specific information package available to all staff returning on Selima HR system. Staff confirm understanding with electronic signature/confirmation. Training session completed, on site, prior to first day by department by Training Co-ordinator. Staff sign SOP and training record confirming understanding.	M	✓	HR Director to monitor the situation to ensure compliance
26	<b>Cleanliness</b> Buildings/areas/departments	Members, Guests & Staff	Additional cleaning completed by departmental staff and specialist contractors when required. Hard surfaces and common touchpoints (handrails, doorknobs, elevator buttons) will be routinely wiped using FAD GreenShield	M	✓	Managers and staff to monitor area/situation to ensure compliance
26	<b>Spread of Covid-19 Coronavirus</b> Lack of customer confidence  Test and Trace	Members & Guests  Members &, Guests	Covid-19 specific information on website for guests and leisure opening guideline e mailed to members. Foxhills Charter displayed on website.  AA Covid Confident accreditation  By accessing the building with a membership or residents card everyone should assist this service by keeping a temporary record of your customers and visitors for 21 days, in a way that is manageable for your business, and assist NHS Test and Trace with requests for that data if needed.	M	✓	General Manager/Manager to monitor area/situation to ensure compliance  General Manager/Manager to monitor area/situation to ensure compliance

If you have identified that there is a need for any specific risk assessments to be completed, **list these in Step 3 below**

**Risk Matrix** – calculate the level of risk (High/Medium/Low), using the likelihood and severity risk matrix

		SEVERITY				
		Nil 1	Minor 2	3-day 3	Major 4	Fatal 5
LIKELIHOOD	Very likely – 5	5	10	15	20	25
	Probably - 4	4	8	12	16	20
	Possible – 3	3	6	9	12	15
	Remote – 2	2	4	6	8	10
	Improbable – 1	1	2	3	4	5

LEVEL OF RISK	ACTION AND TIMESCALE
<b>High</b>	You should not start work until the risk has been reduced. You may have to set aside considerable resources to reduce the risk. If the risk involves work in progress, you should take urgent action. If it is not possible to reduce the risk even with unlimited resources, you must stop all work.
<b>Medium</b>	You must try to reduce the risk, but should carefully measure the cost of prevention. You should use measures to reduce the risk within a defined time period. If the medium risk is associated with extremely harmful consequences, you may need to carry out another assessment to identify more precisely the likelihood of harm. This will help you decide whether you need to use improved control measures.
<b>Low</b>	You don't need to take action at this time. Monitoring is necessary to make sure that the controls are still effective and being used by those involved.

Step 3 SPECIFIC RISK ASSESSMENTS						
The Management Risk Assessment has identified the need for the following specific risk assessments to be completed						
	YES	NO	Responsibility	Target Date	Completion Date	Specific risk assessment reference number
Fire risk assessment	✓		Steve Barrass			Building Specific
Manual handling risk assessment		✓				
Display screen equipment		✓				
Lone working		✓				

Step 4 RISK ASSESSMENT ACTION PLAN					
Following the completion of the Management Risk Assessment, the points detailed have been identified as requiring action by the person/s detailed below					
Hazard No	Action Plan Point	Action to be completed by:	Target Date	Completion Date	Comments
26	Manager to monitor area/situation to ensure compliance with SOP	Staff on site	Ongoing	Ongoing	
26	If a member, guest, or member of staff shows signs of the virus they will be instructed to leave and return home immediately. If this is not possible staff will call 111, take advice and call an ambulance.	Duty Manager Departmental Manager	Ongoing	Ongoing	

Initial Assessment		
Signature of Assessor/s	Signature of Assessor/s	Signature of Head of Department/Manager
Name: Steve Barrass      Date: 22-24 July 2020	Name:      Date:	Name:      Date:

Step 5 RISK ASSESSMENT DISTRIBUTION					
Senior Manager	Head of Department	Facilities Manager	H&S Champion	Employees	Contractor/s
Copy to: Marc Hayton/Paul Gumm/Tej Walia/Sally Raith-Riches/ Chris Fitt/Karen Callen	Copy to: Paul Burgess/Jen Pearce/Sarah Barrett	Copy to: Graham Soale	Copy to:	Copy to: All relevant staff	Copy to:

Step 6 RISK ASSESSMENT REVIEW					
Review Date	Name	Signature	Review Date	Name	Signature



