

## NCLT Extremely Vulnerable Staff – August 2020 Return

This risk assessment looks at the measures taken to ensure that risks are minimised for **individuals classed as clinically extremely vulnerable and those who live with individuals classed as extremely vulnerable**. These individuals suffer from specific medical conditions that based on knowledge of the virus so far, place someone at greatest risk of severe illness from COVID-19. Individuals with the following conditions are classed as clinically extremely vulnerable;

1. Solid Organ Transplant recipients
2. People with specific cancers:
  - People with cancer who are undergoing active chemotherapy
  - People with lung cancer who are undergoing radical radiotherapy
  - 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 chronic obstructive pulmonary disease (COPD)
4. People with rare diseases that significantly increase the risk of infections (such as SCID, homozygous sickle cell)
5. People on immunosuppression therapies sufficient to significantly increase the risk of infection
6. Women who are pregnant with significant heart disease, congenital or acquired

People who fall in this group should have been contacted by their doctor to tell them they are clinically extremely vulnerable.

Area of Concern	Risk	Risk Level Before Controls <i>Low = 1-2</i> <i>Medium = 3-4</i> <i>High = 6+</i>	Control Measures	Residual Risk Level <i>Low = 1-2</i> <i>Medium = 3-4</i> <i>High = 6+</i>	Additional Actions/Resources Required	Links to Relevant Policies or Government Advice	Responsibility	Control Measures in Place
Communication	<b>Difficulties identifying individuals with the listed medical conditions</b>	6	Contact staff who have previously identified as belonging to the clinically extremely vulnerable group.  Individual risk assessments are in place for all CEV staff members.	1	Review and update individual risk assessments to reflect changing government guidance regarding COVID-19.		HR Manager	
Site Safety	<b>Unable to maintain strict social distancing in the workplace</b>	4	If staff are in a role where it is possible for them to work effectively from home they will be allowed to continue to work from home. Where this is not possible individual adaptations should be explored including: Changes to job role, minimising time on site/contact with students,	2				

			reallocation of teaching staff to rooms more suited to maintenance of social distancing					
	<b>Increased contact with commonly touched surfaces which may harbour COVID-19</b>	4	Provide additional training on use of good hand hygiene and use of gloves (where appropriate).	2			Health and Safety Manager	
	<b>Staff not understanding or following guidelines within COVID-19 risk assessments</b>	6	Training to re-inforce key control measures for individuals, particularly maintaining social distancing at all times and good hand hygiene.	2	All staff to remind other individuals of control measures where they inadvertently fail to follow them.		Health and Safety Manager All Staff	

Signed (Health and Safety Manager)

Date 8/12/20