

Clinically Vulnerable Individuals (Staff and Students)

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

1. Aged 70 or older (regardless of medical conditions)
2. Under 70 with an underlying health condition listed below (that is anyone instructed to get a flu jab each year on medical grounds):
 - Chronic (long-term) mild to moderate respiratory diseases, such as asthma, chronic obstructive pulmonary disease (COPD), emphysema or bronchitis
 - Chronic heart disease, such as heart failure
 - Chronic kidney disease
 - Chronic liver disease, such as hepatitis
 - Chronic neurological conditions, such as Parkinson’s disease, motor neurone disease, multiple sclerosis (MS), or cerebral palsy
 - Diabetes
 - A weakened immune system as the result of certain conditions, treatments like chemotherapy, or medicines such as steroid tablets
 - Being seriously overweight (BMI of 40 or above)
 - Pregnant individuals
 - Members of the Black, Asian and minority ethnic communities (BAME)

People who fall in this group should have been contacted by a doctor or other medical professional to tell them they are clinically vulnerable.

Pregnant individuals who have passed 28 gestational weeks are classed as clinically vulnerable but under current guidance are required to shield. Shielding will remain in place until advice from the government changes.

Area of Concern	Risk	Risk Level Before Controls <i>Low = 1-2</i> <i>Medium =3-4</i> <i>High = 6+</i>	Control Measures	Additional Actions/Re sources Required	Risk Level After Controls <i>Low = 1-2</i> <i>Medium =3-4</i> <i>High = 6+</i>	Action by whom	Links to Relevant Policies or Government Advice
Identifying clinically vulnerable staff	Staff members not aware that they fall into the clinically vulnerable category	4	Clinically vulnerable staff were identified by distributing information to all staff, via email, about conditions which would define staff as being clinically vulnerable (link to government advice site)	Request that staff members update NCLT about medical concerns which may	2	HR	

				place them on the CV list.			
	NCLT not aware of staff members who fall into the clinically vulnerable category	4	Carry out whole staff survey to identify staff who are classed as clinically vulnerable or who share a household with clinically vulnerable individuals. Confirm with individuals that they are classed as clinically vulnerable.	<p>Prepare list of staff classed as clinically vulnerable based on survey responses.</p> <p>Regularly check list of conditions which define individuals as clinically vulnerable and update staff members should they change.</p>	1	HR	
Identifying clinically vulnerable students	Students not aware that they fall into the clinically vulnerable category	4	Clinically vulnerable students were identified by distributing information to all students, via email, about conditions which would define students as being clinically vulnerable (link to government advice site)		2	College Safeguarding Leads	

	NCLT not aware of students who fall into the clinically extremely vulnerable category	4	Carry out student survey to identify those who are classed as clinically extremely vulnerable. Confirm with individuals that they are classed as clinically extremely vulnerable or who share a household with clinically vulnerable individuals.	Prepare list of students classed as clinically vulnerable based on survey responses. Regularly check the list of conditions which define individuals as clinically vulnerable and update students should they change.	1	Progress Tutors HR	
Differentiating level of risk between individuals	Individuals being at significantly increased risk where they have cumulative risk factors	5	Carry out individual risk assessments for staff identified as having high risk roles or where there are cumulative risk factors e.g. student facing role, pregnant, member of BAME with gestational diabetes.	Make alterations to job role to reduce risks to individuals with significant cumulative risks	2	HR	
Shielding clinically vulnerable individuals	Contact with others who may be carrying COVID-19, symptomatic and asymptomatic	6	Ongoing monitoring of government guidance on shielding for clinically vulnerable individuals.	Update risk assessments and advice to staff based on latest government guidance.	2	HR and H&S Manager	

Signed (Health and Safety Manager)



Date 1/3/2020