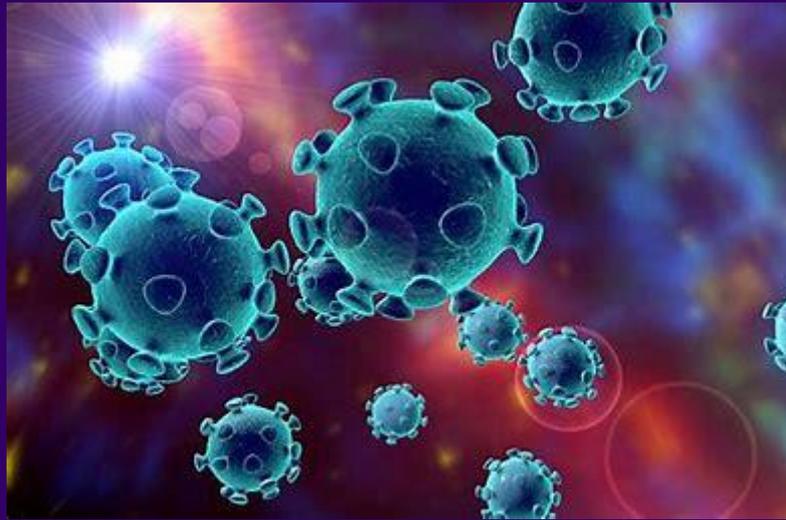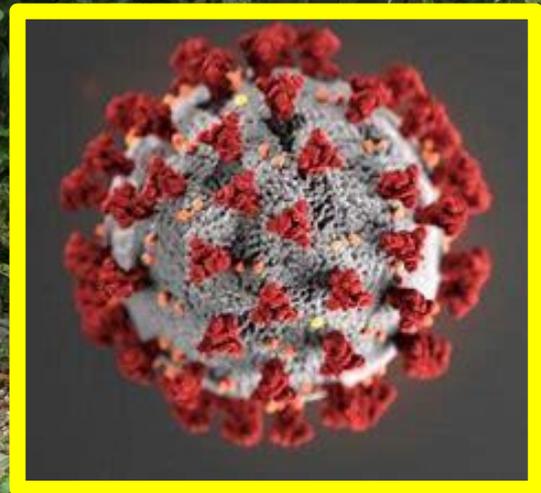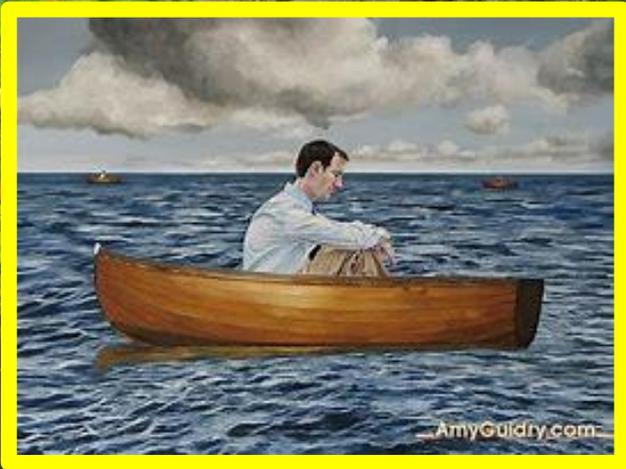# Easing Lockdown The Challenges
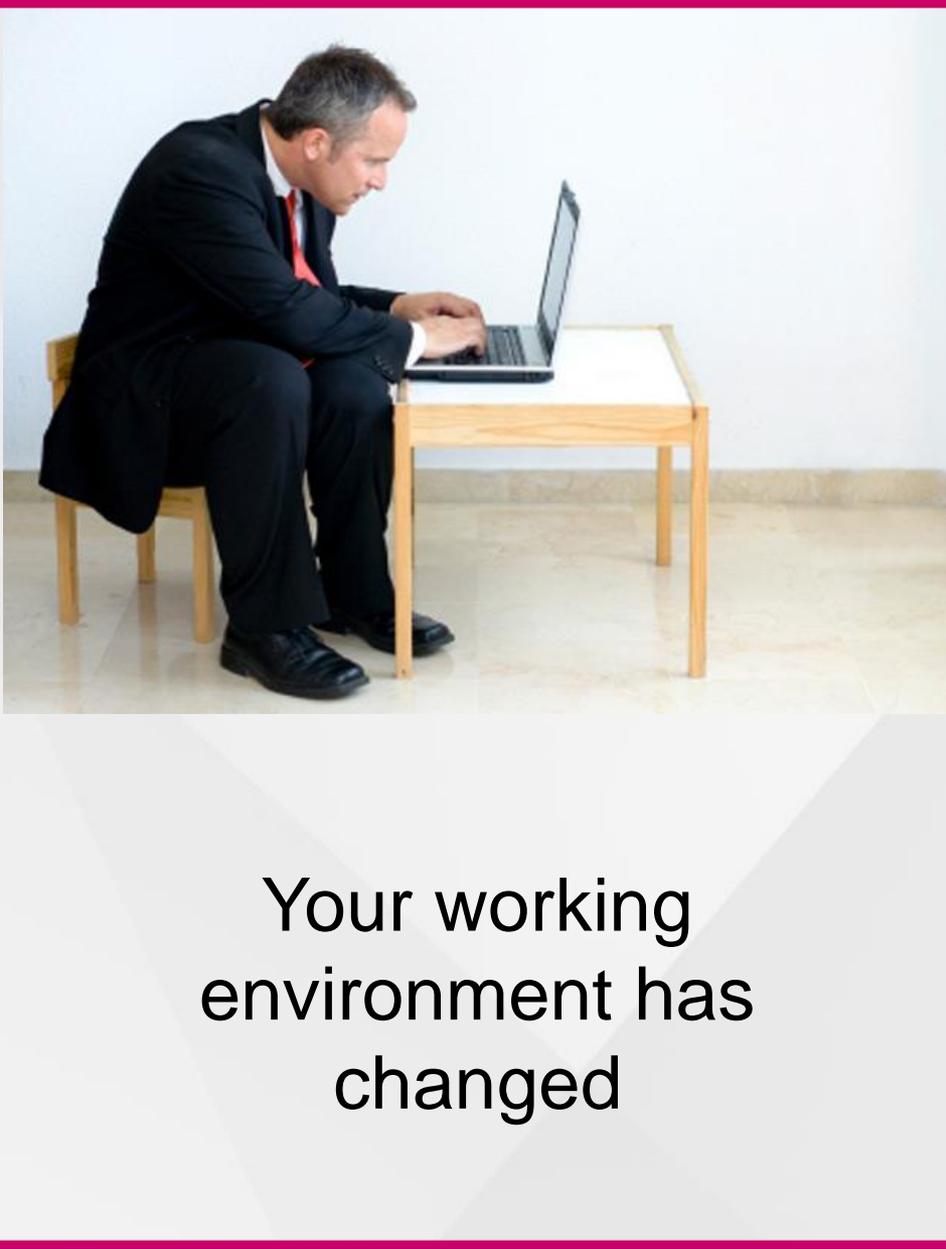

Professor Neil Budworth
Head of Health and Safety Loughborough University
USHA Chair

One thing we can all agree on –

It has been a funny old year so far

Your working environment has changed

Loughborough University

#InspiringWinners since 1909

Our task to manage this :-

The Change Curve

The Role of Sector Bodies in the Pandemic

- Consultation with government – DfE , BEIS etc
- Rapid practicality check - nationally
- Monitoring and flagging of 'hot' issues
- Development and dissemination of information and guidance
- Rapid exploration of emerging issues
- Harmonisation of approach

The Easing of Lockdown

- Business Continuity / Crisis Management
- Physical and Mental Wellbeing
- Practical issues of returning to operations
- The future

Our People Strategy
Wellbeing- Physical and Mental

Happy and healthy at home
Our support to you while you're working from home

Our support to you while you're working from home

Many University staff are now working remotely to continue delivering their work during the Coronavirus outbreak. Some individuals will have had to change how they deliver their work, and for others it will simply mean working in a different location to the office.

The move from office working to home working is not always a simple transition though. This support page has been created to provide you with advice and guidance to make the adjustment easier and ensure that while you're working from home, you're healthy, happy and productive.

Are you comfortable?

Supporting your physical health when working from home

→

You are not alone

Supporting your mental health and wellbeing

→

Keeping you connected

Accessing all the tools and systems you use in the office

→

How we work during lock-down

A guide to help you manage your wellbeing during lock-down.

→

https://www.lboro.ac.uk/internal/staff-wellbeing/healthy-happy-home/

Helping People to Thrive

8 WAYS : to be your best self whilst working from home

1. Get dressed

2. Write a to-do list each morning

3. Stay hydrated

4. Take regular breaks

5. Keep your workspace clean and tidy

6. Stay in touch with colleagues and peers

7. Remember to exercise and keep moving

8. Set aside time where you can avoid distractions

Mental Wellbeing

- Employee Assistance Programme
- The Yellow book
- Wellbeing portal
- Virtual resilience training – 2 pilot sessions
- LU Wellbeing / Uni wellbeing App

The Importance of Connection

Manager's Guide :-

- Business meetings

- Team check ins

- Informal catch ups

Links to available support

The Dean's Head

The Practical - Returning to Campus

Health and Safety Service
Social Distancing Guidance; Covid-19

Loughborough University

If you are LU staff, please visit the Covid-19 Learn page to view the guidance and associated resources and to complete the declaration before returning to campus:

https://learn.lboro.ac.uk/course/view.php?id=14766

Social Distancing Guidance; SARS-CoV-2 (Covid-19)

Any of the fume hoods/work stations marked with a green tick could be used, however only two in each bay, and only one per side of bay (A or B) at any one time.

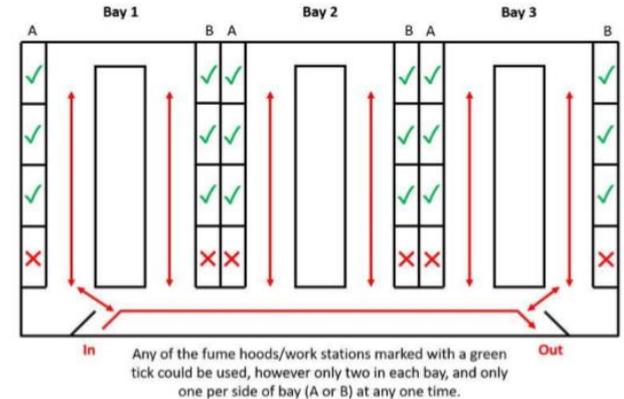Figure 13 - Suggested one-way systems for open plan laboratories

https://www.lboro.ac.uk/media/wwwlboroacuk/content/healthandsafety/downloads/Social%20distancing%20Guidance%20document%20Covid-19.pdf

Getting on to Campus

- Leadership responsibilities
- Building readiness
- Social Distancing
- Risk Assessment of Tasks
- Union interest

Facilities Requirements

Ser	Function	Definition
1	BMS	
2	Building Access	
3	Compliance	
4	– Legionella	
5	– LOLER	
6	– PUWER	
7	– F Gas	
8	– Gas & Heating	
9	– PSSR	
10	– Outstanding AC Maint	
11	Lifts	
12	Fire Alarms	Weekly Fire Alarm Test
13	Cleaning	areas to be cleaned
14	Welfare Facilities	Toilets and kitchen
15	Emergency Lighting	
16	Security & Alarms	
17	Catering Equipment	

EHS Requirements

Ser	Function	
1	COVID 19 Risk Assessment	
2	Social Distancing Measures	
3	Safety Critical Systems	
4	Fire Marshall In Place	
5	First Aider in Place	
6	Lone Working Measures in Place	
7	PPE Check and Available	

Purchasing Demands

- Hand Gel
- Gloves
- Masks
- Signs / Floor marking
- Face coverings
- Perspex screens
- Visors
- Temperature monitoring equipment
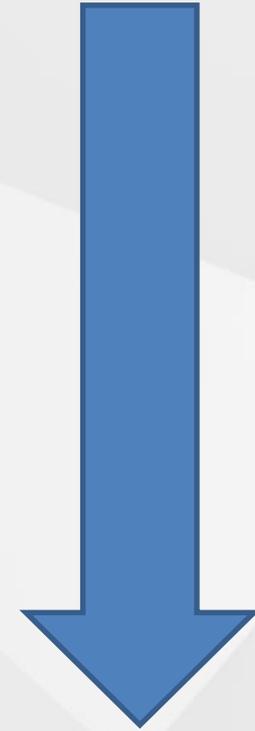
The Future

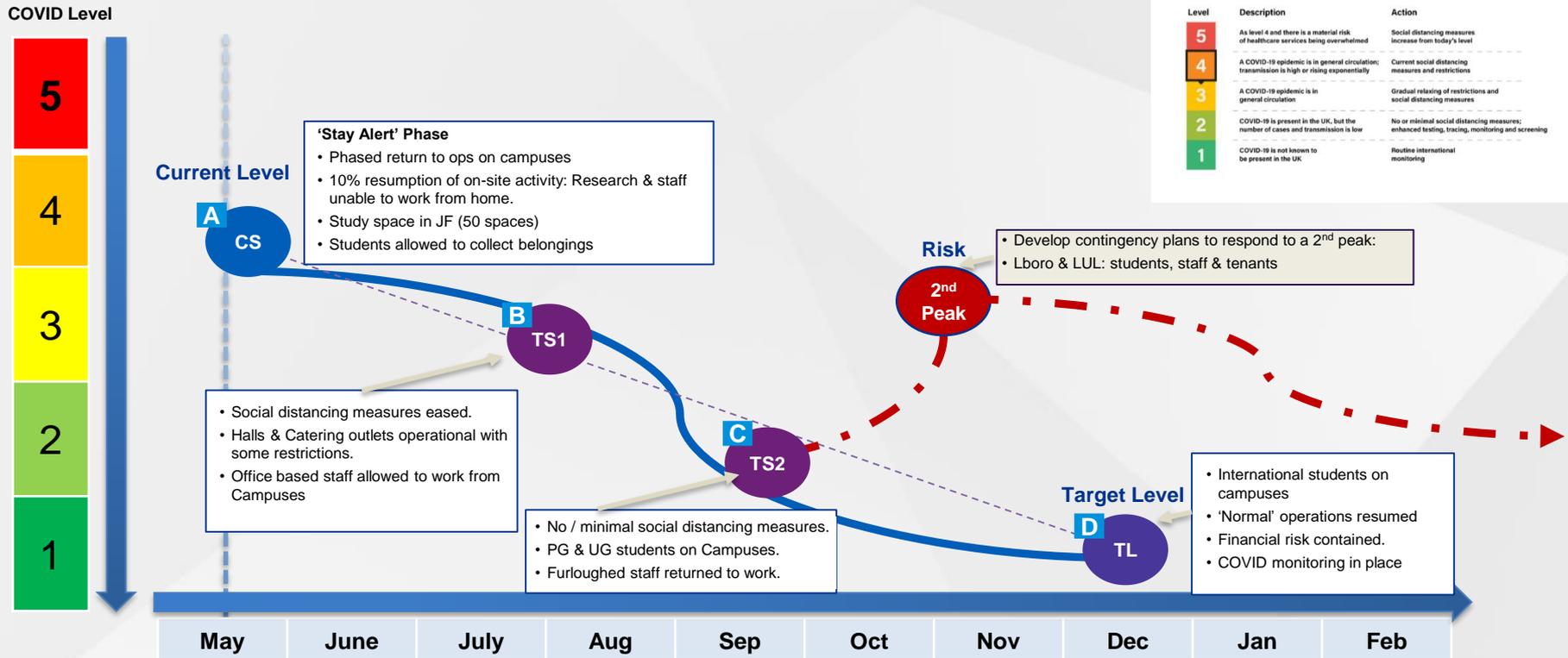- A word of warning this section is as reliable as

COVID Alert Levels

Level	Description	Action
5	As level 4 and there is a material risk of healthcare services being overwhelmed	Social distancing measures increase from today's level
4	A COVID-19 epidemic is in general circulation; transmission is high or rising exponentially	Current social distancing measures and restrictions
3	A COVID-19 epidemic is in general circulation	Gradual relaxing of restrictions and social distancing measures
2	COVID-19 is present in the UK, but the number of cases and transmission is low	No or minimal social distancing measures; enhanced testing, tracing, monitoring and screening
1	COVID-19 is not known to be present in the UK	Routine international monitoring

STAY ALERT ▸ CONTROL THE VIRUS ▸ SAVE LIVES

HM Government

Overview of approach

COVID Level

5	(red)
4	(orange)
3	(yellow)
2	(light green)
1	(green)

Current Level

A — CS

'Stay Alert' Phase
- Phased return to ops on campuses
- 10% resumption of on-site activity: Research & staff unable to work from home.
- Study space in JF (50 spaces)
- Students allowed to collect belongings

B — TS1

- Social distancing measures eased.
- Halls & Catering outlets operational with some restrictions.
- Office based staff allowed to work from Campuses

C — TS2

- No / minimal social distancing measures.
- PG & UG students on Campuses.
- Furloughed staff returned to work.

Risk

2nd Peak

- Develop contingency plans to respond to a 2nd peak:
- Lboro & LUL: students, staff & tenants

Target Level

D — TL

- International students on campuses
- 'Normal' operations resumed
- Financial risk contained.
- COVID monitoring in place

May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb

Learning from International Comparators

- Northern Ireland
- New Zealand general approach
- New Zealand higher education guidance

Northern Ireland (Level 2)

- All able to return to work subject to mitigations. Remote working still strongly encouraged
- Hospitality retail (restaurants, cafes, pubs) can open subject to risk assessment, initially on a limited basis
- Expand early-year school provision to full-time basis
- Public transport operating full service but subject to ongoing risk assessment
- People can meet in extended groups subject to social distancing
- Resumption of close physical contact sports
- Return to competitive sport and full use of sporting facilities
- Spectators can attend live events on restricted basis
- Nightclubs, concerts open on a limited basis

Northern Ireland (Level 2)

- Indoor activities involving larger number of individuals where social distancing can be maintained for individuals who do not share a household connection. Outdoor activities involving larger groups of less than 30 people during which it may be difficult to maintain social distancing but where contacts are brief (less than 10 minutes).

New Zealand University Guidance Level 2

- Tertiary education is a safe environment for students and staff to return to at Alert level 2. Tertiary education facilities will implement public health requirements and physical distancing as appropriate for the context.

- They will need to maintain distance learning capability to help manage within these constraints, and ensure safety of staff and students at risk of COVID-19.

- Workplace-based learning will be conducted within the specific rules applicable to the relevant industry.

- At Alert Level 2, all on-site activities at tertiary education facilities can resume, such as classes, lectures, labs, workshops, tutorials,, and meetings.

- However, TEOs must maintain their ability to deliver courses remotely, and should be in a position to transition to fully remote learning (if required).

- Tertiary education staff are no longer restricted to interacting face-to-face with one group of students. However, strict public health control measures should be in place.

New Zealand University Guidance Level 3

- Any class, workshops, etc., that remains open, must be limited to 10 people or less.

- Each group is considered a 'bubble' and should not interact with any other student/staff bubbles of 10.

- Distance learning provision will be available for others students.

Summary

- Coming out of lockdown requires careful management
- Health and Wellbeing will be high on the agenda for the foreseeable future
- International comparison does not provide answers - but
- Comparison informs a trajectory
- Enables scenario planning

QUESTIONS / DISCUSSION