

Covid-19 specific Risk Assessment



Company name: The Harwellian

Assessment carried out by: Harwellian Executive Committee

Date of last review: 10th May 2021

Date of original assessment: 29th June 2020

The UK is currently experiencing a public health emergency as a result of the COVID-19 pandemic. As such, it is critical that businesses take a range of measures to keep everyone safe.

This risk assessment captures the Management Committee's analysis and decisions on how to work safely and keep our customers safe during this pandemic, ensuring as many people as possible comply with social distancing guidelines (2m, or 1m with risk mitigation where 2m is not viable, is acceptable).

This document was originally based on the government guidelines "Keeping workers and customers safe during COVID-19 in restaurants, pubs, bars and takeaway services" (updated 23 June 2020):

<https://assets.publishing.service.gov.uk/media/5eb96e8e86650c278b077616/Keeping-workers-and-customers-safe-during-covid-19-restaurants-pubs-bars-takeaways-230620.pdf>

It was updated on 12th October in line with the latest 'Guidance for people who work in or run restaurants, pubs, bars, cafes or takeaways':

<https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/restaurants-offering-takeaway-or-delivery>

Further updated on 10th May in line with the updated version of the above guidance 'to include measures you should follow at Step 3, no earlier than 17 May.

The master copy of this Risk Assessment and the associated Action Lists will be stored on the The Harwellian GoogleDrive document store.

Summary of reopening guidance in Step 3:

Following the move to Step 3, you will be able to reopen indoor areas of your venues.

You will be able to serve customers in groups of up to 6 or 2 households indoors, or in groups of up to 30 outdoors.

If your venue serves alcohol, table service will be required. Even if no alcohol is ordered, this means customers must order, be served and eat/drink while seated.

Indoor entertainment is allowed, including soft play areas.

In the table below, changes since the previous Risk Assessment are highlighted in red.

What are the hazards? (numbers in brackets refer to gov guidance para numbers)	Who might be harmed and how?	What are you already doing to control the risks?	What further action do you need to take to control the risks?	Who needs to carry out the action?	When is the action needed by?	Date done
Covid-19: change in gov. guidance w.r.t. face coverings being required by staff	Workers, members and guests	Bar staff are encouraged to wear face coverings unless they are exempt	Reminder to bar staff to wear face coverings whenever there is anyone else present inside the building	Bar Manager	19.5.2021	
Covid-19: change in gov. guidance re. provision of adequate ventilation	Workers, members and guests	Keeping doors open to give a through draught when weather permits	Implement procedures to ensure forced ventilation system is turned on whenever the doors are not open	Bar Manager	19.5.2021	
Covid-19: EPSB guidance for face coverings when playing snooker	Those playing snooker and nearby	The EPSB guidance states:	Players must wear face coverings upon entry to the premises. Once at a designated snooker table or bar table this face covering may be removed, at the players' discretion, to eat, drink or participate in snooker or billiards. Face coverings must be put on again whenever leaving the designated area. Exemptions apply.			
Covid-19: Keeping Members and	Workers, members and guests	Entrance to building is limited to members and their guests. Guests	1. Reconfigure indoor and outdoor seating and tables to maintain 2m distancing where possible.	Management committee	Before opening	3.7.20

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Guests safe (2.1 & 2.4))		sign themselves in and the NHS Track & Trace QR code is displayed on arrival. Management committee have consulted with HPC to consider the impact of our processes on public spaces. Members have been emailed and notified by social media about the most recent controls.	2. Reconfigure entrances to building and toilets to avoid bottlenecks. 3. Institute a paper register of all members and guests present on each day, including a contact number or email address. The register will be retained for 21 days. 4. Provide signs about additional hygiene restrictions to play snooker, pool and darts. 5. Provide clear guidance on the wearing of face coverings, social distancing and hygiene to customers on arrival by signage and visual aids.			
Covid-19: Interactions continued (2.1 & 2.4)	Workers, members and guests	Consulting with bar manager who manages the other bar staff and cleaners.	Implement processes to be followed by staff and committee members to take responsibility for the following: 1. to encourage arriving members and guests to sign the register 2. to remind members and guests to wear face coverings whenever not sat down 3. to encourage customers to use hand sanitiser or handwashing facilities as they enter the building 4. to explain social distancing constraints/	Management committee via 'Checklist for arrival and lounge area'	Before opening	3.7.20

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			use of tables/ supervision of children			
Covid-19: Managing service of food and drink (2.2)	Workers, members and guests -	Only one member of staff at a time to use the kitchen. Encouraging contactless payments. Bar counter between bar staff and customers.	To minimise contact between bar staff and customers – 1. remove bar stools. 2. place tape on floor to indicate where customers should stand to place orders (far enough away to prevent leaning on the bar). 3. place marks on floor to indicate safe queuing area. 4. add outdoor seating area	Management committee	Before opening	3.7.20
Covid-19: Managing service of drink continued (2.2)	Workers, members and guests -		Implement processes to be followed by staff and committee members to take responsibility for the following: 1. maintain social distancing from customers when taking orders 2. encourage customers to remain at tables where possible 3. encourage contactless payments where possible 4. table service only for food and drink	Management committee via Bar Staff Checklist and 'Checklist for arrival and lounge area'	Before opening	3.7.20
Covid-19: Toilets	Workers,	Toilets are kept open	1. Put up signs and posters to build	Management	Before	3.7.20

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and Cleaning (2.3, 5.2, 5.4)	members and guests	during opening hours, and are cleaned after each session. Suitable handwashing facilities including running water and liquid soap and suitable options for drying (either paper towels or hand driers) are available. Premises cleaned after each session.	awareness of good handwashing technique and the need to increase handwashing frequency 2. Implement a system to restrict numbers in the toilets. 2. Make hand sanitiser available on entry to toilets. 3. Set clear cleaning guidance for toilets, with increased frequency of cleaning in line with usage. Use normal cleaning products, paying attention to frequently hand touched surfaces, and consider use of disposable cloths or paper roll to clean all hard surfaces. 4. Put up a visible cleaning schedule and keep it up to date and visible 5. Generate cards to be used to indicate clean/used tables	committee	opening	
Covid-19: Toilets	Workers,		Implement processes to be followed by	Management	Before	3.7.20

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and Cleaning continued (2.3, 5.2, 5.4)	members and guests		staff and committee members to take responsibility for the following: 1. Clean tables after each use and monitor the card system 2. frequent cleaning of objects and surfaces that are touched regularly including bar counter and till 3. wedging doors open where possible to reduce touchpoints 4. frequent hand washing by whole team throughout the shift (especially after clearing a table)	committee via Bar Staff Checklist	opening	
Covid-19: Workers (4.1, 4.2, 4.3)	Workers (bar staff, cleaners, committee members)	Planning for the minimum number people needed in the building to operate safely and effectively Management committee only meeting in person when necessary Handwashing facilities available at entrances.	After reviewing layouts and processes, put in place processes to 1. maintain social distancing. 2. introduce table service for drink and food	Management committee via Bar Staff Checklist	Before opening	3.7.20
Covid-19:	Workers at		Clinically vulnerable workers will be	Bar Manager	Ongoing	

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Workers at higher risk	higher risk		offered the option of the safest available on-site roles, enabling them to maintain social distancing guidelines.			
Covid-19: People who need to self-isolate (3.2)	Workers who need to self-isolate	Workers who need to self-isolate are not required to work. Follow government guidance relating to statutory sick pay.	Nothing further required			
Covid-19: Equality in the workplace (3.3)	Workers (bar staff, cleaners, committee members)		Review whether any workers have protected characteristics and whether any measures or adjustments are required under equalities legislation. Make reasonable adjustments as required.	Bar Manager	Ongoing	
Covid-19: Entertainment (4.5)	Workers, members and guests	Live performance programme is suspended	If televised sports events are shown then disallow standing and discourage shouting.	Management committee	Before any televised sports events	
Covid-19: Accidents, Security and other incidents	Workers, members and guests	Have considered sufficient numbers of trained staff to keep people safe including dedicated staff to	Nothing further required			

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		encourage social distancing (in action list)				
Covid-19: Communications and training	Workers (bar staff, cleaners, committee members)	Engaging with bar manager during risk assessment process	Ensure all workers familiar with new processes. Review whether processes are working well	Bar Manager Bar manager feedback to management committee	Before opening After a couple of weeks	3.7.20
Covid-19: Inbound goods (8) Molson Coors 'Post COVID Delivery Process – Customer Communication', 18th June 2020	Delivery staff	No staff are present during deliveries. Empties are clearly segregated ahead of crew arriving. Staff are not present in the cellars when crews are making the delivery.	Nothing further required			