



## Haringey Heat Basketball

### Health and Safety Policy – addendum post Covid-19 protocol

<u>Version No:</u>	<u>Date issued</u>	<u>Description</u>	<u>Owner</u>	<u>Next Reviews Date</u>
<u>V. 1</u>	<u>Mar 2020</u>	To address necessary changes to working practice during Covid 19.	<u>N. Distras</u>	<u>Quarterly</u>
<u>V.2</u>	<u>July 2021</u>	To include 'return to work' details: <ul style="list-style-type: none"><li>• <u>Personal Risk Assessment</u></li><li>• <u>Office Risk Assessment</u></li><li>• <u>School Risk Assessment</u></li><li>• <u>Covid safe H &amp; S training</u></li></ul>	<u>N Distras</u>	<u>Quarterly</u>
<u>V.3</u>	<u>Sept 2022</u>	To address necessary changes to working practice post covid.	<u>N Distras</u>	<u>Quarterly</u>





## **PART I: POLICY STATEMENT**

### **1.0 Policy Statement:**

Haringey Heat Basketball recognises and accepts its responsibility as an employer and provider of services and will support the provision of safe and healthy workplace environments for all staff and such other persons as may be affected by its activities. We will adopt health and safety arrangements under post COVID-19 conditions in line with Health & Safety legislation, and in consideration of government guidelines.

Good health and safety management will be an integral part of the way that Haringey Heat Basketball operates and will be considered across all work activities.

This addendum will be reviewed regularly and should be read alongside the main Health and Safety Policy, as well as main school sports hall risk assessment in the instance that delivery team members are required to attend school sports hall locations for ad hoc purposes.

### **2.0 Policy Aim**

To ensure that the risks of COVID-19 presented to staff are reduced to an acceptable level.

### **3.0 Additional Objectives**

- To conduct all our activities safely and in accordance with legislative standards and in consideration of government guidance.
- To provide safe working conditions. To ensure a systematic approach to the identification of risks and the allocation of resources to control them.
- To openly communicate on health safety and welfare.

## **PART 2: ORGANISATIONAL RESPONSIBILITY**

### **4.0 Haringey Heat Basketball will:**

- Apply and communicate sensible risk management and safe working practices. This will involve:
- Regular assessment of hazards and associated risks.
- Implementing preventive and protective control measures against those risks to an acceptable/ tolerable level.
- Monitoring the effectiveness of those measures by the Executive Team
- Provision of information, instruction, training and home working equipment
- Review of risk assessments, policies, procedures and practices at regular interval and where additional information is gained through changes in government guidance, monitoring or following an incident.







- Ensure that staff are informed and instructed to ensure competence and awareness of health & safety measures required post COVID-19.
- Educate young people about COVID-19 and to encourage and re-assure them
- about the measures in place to protect themselves from it.
- Require all employees and encourage and support all young people to show a proper personal concern for their own safety, for that of the people around them.





- Require staff to exercise attention and observe safe working completion of DSE assessments
- Communicate regularly and effectively with staff and stakeholders about Haringey Heat Basketball's response post COVID-19.
- Put in place any flexible working arrangements needed to accommodate personal needs and commitments whilst supporting delivery of the Haringey Heat Basketball programme.
- Put in place measures to check on staff wellbeing

increased due care and methods including the

#### 5.0 Staff will be asked to:

- Keep in touch with the organisation in relation to both personal circumstances so that we are best placed to support any challenges that arise; and with any updates from partner Surrey Rams and businesses so that we can react or respond accordingly
- Take personal responsibility to ensure that they have fully read and adhered to the following guidelines to protect themselves as far as possible
- The most up to date copy of the any shared risk assessments which will be emailed to staff with any updates.

#### 5.0 Personal Risk Assessment:

All staff will undertake a personal return to work risk assessment with their line manager to discuss personal circumstances affecting their suitability to return to work in either school or office locations.

5.1 Office Risk Assessment The Health and Safety representative will undertake a risk assessment to ensure that safe working practices are possible in our ad hoc office location and to define what safe working practices will entail and how these will be managed.

5.2 Surrey Rams Risk Assessment Managers will undertake a risk assessment of the school office location for each of our Progression Coaches based in partner school. This will be to ensure that safe working practices are possible and how these will be managed. These should be considered alongside the risk assessments that schools have completed  
For adhoc visits to see young people Coaches must complete 'school visit' risk assessments for line manager approval.

