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| **Advice note 25th May 2021**  **Update for Clinically Extremely Vulnerable (CEV) and Pregnant employees** |
| Dear Colleague,  The health, safety and well-being of our staff and pupils continues to be our highest priority. Things you need to know today:  1. The Government guidance on shielding and protecting those who are clinically extremely vulnerable was updated on 30th April 2021. 2. Where possible staff who can, should continue to work from home. 3. Those in the Clinically Extremely Vulnerable (CEV) group were shielding up to 1st April and who cannot work from home, can return to workplace provided certain conditions have been met. 4. All employees who are Clinically Extremely Vulnerable must have an individual risk assessment in place before returning to the workplace.   **Government Advice**  Although the advice to shield has ended, clinically extremely vulnerable people must continue to follow the rules that are in place for everyone. The Government advice for those who are clinically extremely vulnerable includes the following:   * If you cannot work from home, we are no longer advising that you do not attend the workplace. Your employer is required to take steps to reduce the risk of exposure to COVID-19 in the workplace and should be able to explain to you the measures they have put in place to keep you safe at work. Some employers may introduce regular testing of employees as part of these measures. You may also want to consider how you get to and from work including if it is possible to avoid using public transport during rush hour. * You must take the following precautions whilst you are out – wash your hands regularly, avoiding touching your face, wear a face covering and maintain social distancing wherever possible. * Everyone is currently advised to work from home where possible. * For more information on working safely during coronavirus follow the link below   [Working safely during coronavirus (COVID-19) - Guidance - GOV.UK (www.gov.uk)](https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19)   * The operational guidance for schools provides further information for schools including information on risk assessments   [Schools coronavirus (COVID-19) operational guidance (publishing.service.gov.uk)](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/985138/10_May_Schools_Guidance.pdf)  **Returning to Work Information**  See the [government website](https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19) for the list of health conditions affecting this group of staff.   * Any employee who is able to, must continue to work from home where possible. * If an employee is unable to work from home, then managers will need to: -      * + ensure that steps have been taken to reduce the risk of exposure to Covid-19 in the workplace.   + ensure that an individual risk assessment has been completed with the employee and input from Occupational Health to identify any control factors that need to be put in place for the employee to mitigate any risks. The employee will not be able to return to work until the individual risk assessment has been completed. If an individual risk assessment has already been completed, managers are asked to speak with their employees to establish if their condition or circumstances have changed since their last risk assessment. *Please note, if you have already received Occupational health advice and the employee's condition/circumstances has not altered you do not need to contact them again, the original advice can be implemented.*   + Ensure that the individual risk assessment reflects the nature of the individual’s medical condition and area of work.   **Pregnant Employees**  **A risk assessment must be undertaken for all pregnant employees in line with the maternity policy**.  Pregnant women fall into the CV category unless they are over 28 weeks pregnant or have underlying health issues at which point, they would be classed as CEV. Managers must remove or manage any risk to the employee. At 28 weeks of pregnancy a more precautionary approach should be followed, including updating the risk assessment to identify if the employee can continue to attend work. If the risk is deemed too high, then the manager will explore other options as outlined within the Council’s Maternity policy. It is advisable that after 28 weeks of pregnancy, pregnant women should not be delivering personal care or going into an area that is not Covid secure. All pregnant employees should follow the active national guidance on social distancing.    All pregnant employees should follow the active national guidance on social distancing (see above).  [Coronavirus (COVID-19): advice for pregnant employees - GOV.UK (www.gov.uk)](https://www.gov.uk/government/publications/coronavirus-covid-19-advice-for-pregnant-employees/coronavirus-covid-19-advice-for-pregnant-employees)  If you live in Scotland or Wales you should follow the advice from the respective Governments:-  Coronavirus (COVID-19): shielding advice and support - gov.scot (www.gov.scot)  <https://gov.wales/shielding-extremely-vulnerable-people>  If you have any questions about this email or ongoing COVID arrangements process please speak to your HR provider in the first instance and then contact Kerry Anderson, HR Business Partner – Education & Skills if you have any further queries [Kerry.anderson@cumbria.gov.uk](mailto:Kerry.anderson@cumbria.gov.uk) |