



Covid-19 Response Plan

HELP CONTROL THE VIRUS

To protect yourself and others; when you leave home, you must:

- Hands - keep washing your hands regularly
- Face - wear a face covering over your nose and mouth in enclosed spaces
- Space - stay at least a metre away from people not in your household

SYMPTOMS INCLUDE:

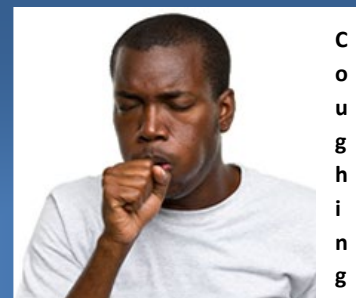
Loss of smell



Loss of smell or taste



High temperature



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IF YOU HAVE ANY SYMPTOMS, REPORT TO THE COLLEGE AND HAVE A TEST



COVID-19 Response Document

1. Purpose

This document lays out Christ The Redeemer College (CRC) response plan in the face of the COVID-19 pandemic. Recognising that it will require the efforts of all staff and students, it itemises the expectations placed on all of us, as individuals, as we work together for the common good and the health and wellbeing of the College as well as our guests and friends. Although Christ the Redeemer College is a non-residential college and has lower risk of spread of corona virus than institutions with residential community, we believe that it is important to care and provide for the safety and wellbeing of our staff, students, guests and service users.

Statement of Commitment:

We will:

- **Prioritise safety and wellbeing**
- **Take all reasonable steps to prevent and control outbreaks of COVID-19 at CRC**
- **Continue to deliver high quality teaching, learning and research services**
- **Continue to work towards our strategic plan**
- **Engage in respectful dialogue when working through solutions that are challenging**
- **Remain steadfast to our professional and behavioural values despite the challenges that face us**
- **Follow government guidelines**
- **Take responsibility for our community both inside and outside the College and in doing so, contribute to the safeguarding of our NHS resources.**
- **Continue to ensure that we take responsibility in adhering to our existing staff and student regulations, policies, and procedures.**
- **Update and review this document to take into account rapid changes to positions due to changes in circumstances.**

We will invite each of you to join us in this commitment to protecting each other. Be 'COVID-19 Secure' and stay well.

Daniel Akhazemea
Rector

Emmanuel Chukwuma
President, Students' Representative Council



2. CRC staff and students are expected to:

1: Assume personal responsibility to safeguard the whole College community

CRC is committed to the safety and wellbeing of everyone within the College to combat the spread of COVID-19. This requires that we are all informed of, and committed to, the standards and behaviours that will minimise the impact of the pandemic and suppress its further spread. It is a personal obligation as well as an institutional undertaking.

Commitment:

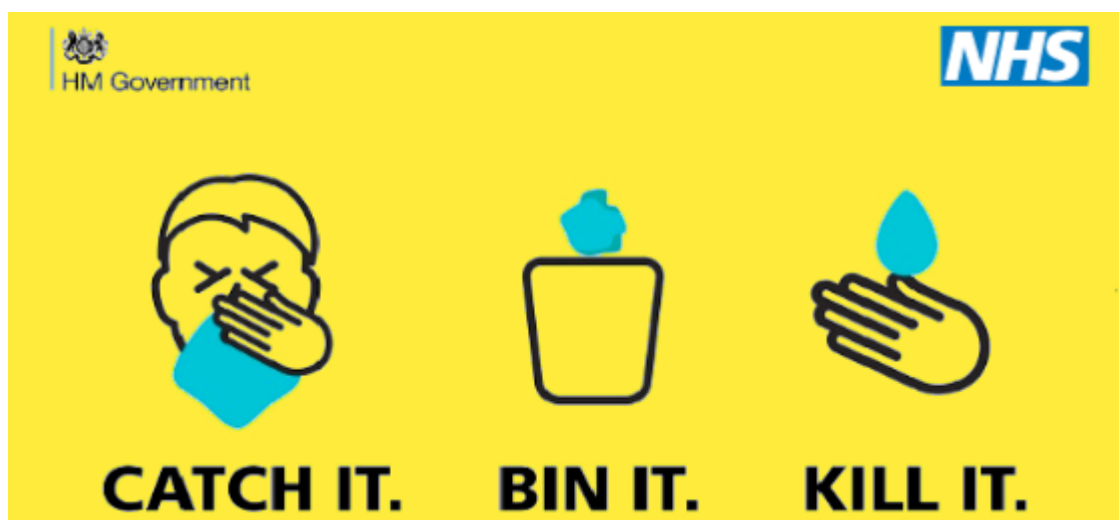
All staff and students are expected to commit to the issues raised and the standards laid out in this document.

Risk assessment - a personal responsibility:

For staff, formal risk assessments will be managed through the College health and safety procedures. However, it is also a personal responsibility to consider the risk to ourselves and others as we go about our daily lives both within and outside the college. When considering potential impacts of risk arising from any activities, any queries should be raised in the first instance by staff with the College Administrator and by students with their Student Representative Council leaders. There will not always be a consensus, but we will move forward co-operating in the best interest of the College and the community it serves.

Protection of vulnerable individuals:

In putting safety and wellbeing as our top priority, CRC recognises that some members of our community, or closely linked to our community, may be more vulnerable and at higher risk from COVID-19 than others. In addition to the institutional support for these people, both staff and students are expected to make themselves aware and be respectful of the characteristics of vulnerable groups and act accordingly.



2: Implement individual health and safety practises and protocols

Central to the control of the spread of the pandemic is the requirement to follow the rules set out by the College, rules which follow Government guidelines and have been developed to protect your health and wellbeing whilst on campus.

Face Coverings and other PPE

Face Masks: For staff and students, if risk assessments indicate that PPE standard face masks are required, the College will provide these in a manner that is appropriate to that particular role or function within a role.

Face Coverings: The College's current position is that all persons who come onto college are required to wear a face covering outside of a teaching situation - this is while walking around college or where social distancing is difficult to maintain. We recognise that everyone's circumstances will be different. Please be mindful and respectful of such circumstances, noting that some people are less able or not able to wear face coverings, and that the reasons for this may not be visible to others.

It should be noted that a face mask (PPE) is different from a face covering; PPE is very specific and is governed by Health & Safety legislation.

We expect you to purchase your own face covering. The college will make available face covering to visitors if they do not have one.

Continued observation of hand washing:

Strict adherence to hand washing helps to minimise the risk. Hand sanitisation points are distributed throughout our premises and can be found at all points of entry and these should be used regularly. Regular hand washing should be observed.

Temperature Checks:

All staff, students, guests, and service users are required to undertake a temperature check at the entrance to the building. A touchless electronic temperature machine is at the reception.

Observation of social distancing and other behaviours:

Throughout the pandemic, maintaining physical distance from others has been of critical importance and we have made a range of modifications to our premises to promote adherence. Despite the relaxation of national guidelines, due to the fact that a few in our community are required to work at distances of less than one meter because of their roles, CRC requires more stringent measures to remain in place. These are:

- **Outdoors, no less than 2m when not wearing a face covering**
- **Indoors, face covering is required unless seating at a desk (respecting exemptions) and socially distanced by at least 2m**
- **Engagement and adherence to responsible behaviours in relation to work and study area set-up**

Compliance with quarantine requirements and self-isolation where required.

In the face of active infection, contact with infected people and some forms of travel, there is a requirement that, in addition to national requirements, CRC staff and students must observe quarantine and self-isolation rules. These are subject to change.

Compliance with testing and contact tracing:

Where testing and contact tracing are not legally mandated, staff and students are still expected to comply with any College-specific requirements deemed necessary to ensure the safety of the

broader College community. In this regard, staff, students, and guests are required to use the Swiped-On app to register their presence in the college. They are also encouraged to download the NHS app to aid the test and trace programme of the NHS. In the event of non-compliance, CRC reserves the right to refuse entry to its premises.

3: Observe instructions and restrictions in physical spaces

We are focused on ensuring the population density in our physical facilities is monitored and contained, and that the flow of people in and around our building is properly managed. This is complemented by our commitment to all our students that we will continue to deliver a quality education, providing them with all the opportunities to meet the required learning objectives of their programme. To this end, our focus will be on a blended approach to learning.

Numbers on campus:

CRC will establish protocols for maintaining social distancing within our building ensuring that the numbers of staff and students on campus enable a safe movement.

Commitment to redesign learning spaces:

With social distancing a primary consideration, CRC has redefined and reconfigured its learning spaces to ensure that risks to staff and students are managed appropriately. This entails the repurposing of some larger spaces for smaller group use and increased use of blended delivery of teaching.

Consideration of the needs of others to work in the same spaces:

Respect for others and flexibility in our working and living environments are paramount. With a commitment to protecting each other and the need to observe social distancing, depending upon the environment, we must all take.

4: Advance our educational and research missions in a safe and responsible way

Coping with the COVID-19 pandemic means that we must find ways of allowing people to fulfil their working roles, pursue pathways to achieving qualifications and strive towards career aspirations. This will require a considered, balanced approach to the risk and opportunities of our new and changing environment, keeping staff and students safe, and adapting our rules to meet the changing government legislation.

Safety as a priority over all other considerations:

The safety and wellbeing of students, staff and those visiting our college will remain paramount. Whilst maintaining this ethos, we will be flexible and innovative in our approach to the delivery of our core activities to protect the ongoing continuity of teaching and learning.

Minimising risk wherever possible, whilst recognising that zero risk is not possible:

Safety on campus will be the point of consistency. Equity does not mean the same and we will seek to achieve conformity without uniformity because everyone's circumstances will be different. This is underpinned by the College's ongoing commitment to equality and diversity.

Apply robust safety protocols for dealing with our collaborators, clients, and necessary visitors:

Visitors to CRC will be expected to follow our protocols. Within defined working areas, further appropriate, industry standard measures may be applicable. These stipulations are designed to reduce the likelihood of a visitor introducing infection to our campus as well as ensuring we discharge our duty of care in protecting them from any risks arising from our environment.

5: Be flexible in expectations and aspirations, recognising the wellbeing of all

Management of CRC's response to the pandemic has required many changes to the way in which we work - be that in our teaching learning or in the wide range of professional services.

Provision of quality blended learning and teaching options:

CRC is committed to providing all its students with a high-quality education and, to this end, staff are working hard to ensure that lessons are delivered effectively through a blended approach. In some instances, this will require new teaching skills in our staff and new learning skills in our students. We will work to support both staff and students in this transition.

6: Anticipate and plan for emergencies, outbreaks, and other contingencies

General Guidelines

The College has not yet had any incident of COVID-19. With the likelihood that, at some point, there will be students or staff member who gets COVID-19, we have a variety of response plans designed to address situations ranging from individual cases to cluster outbreaks. These contingencies will include a range of options from individual or group self-isolation through closure of one or more lecture groups, to college shutdown. We are working in an environment of rapid change where national, regional and sector requirements result in policy changes, often within unacceptable timeframes. This will require understanding and cooperation from everyone at CRC and respect of the diversity of our community and seek to avoid tensions, anger, and confrontation as well as stigmatisation. As mentioned elsewhere, signs and posters are displayed in prominent places to advise users of the building to promote a COVID-19 free environment for all users.

Pause:

Measured responses, based on current scientific evidence, and liaison with regional public health advisors will be central to controlling any suspected outbreaks. Initial actions will include assessing the situation and options for immediate cessation of movement on and off campuses and consultation with local disease outbreak specialists. As has been our approach throughout the pandemic, early action and the precautionary principle will be at the heart of decision-making and any intervention. Personal readiness that align to our professional and behavioural values will be an important contribution to success.

Contain:

Recognising that preventing further dissemination of infection is the top priority in control, early temporary closure of facilities or isolation of individuals, even presumptively, will be initiated in the case of a suspected local outbreak in accordance with Public Health advice. Recording and reporting as well as adherence to restrictions, will be paramount.

Test:

CRC will, wherever appropriate and possible, require the use of testing to confirm the presence or absence of the coronavirus infection, including the testing of in-contacts who may be asymptomatic. In the first instance, this is likely to be PCR testing, but may be extended to other types of tests as they become available and 'the science' supports their use. As far as is possible, compliance in any testing or screening programme is expected from all members of the CRC community.

Control:

CRC working with Public Health England, and the local public health authority, will seek to control

any outbreaks of COVID-19 that may occur in the college. This will include, but is not limited to, requiring enhanced hygiene measures and self-isolation, restricting access to, or closure of, specific facilities and partial or total closure of the college.

