



RISK ASSESSMENT RECORD

Activity Assessed: Picketing of University Buildings and Teach-outs on designated strike dates, commencing 23 rd November and ending by working hours at the end of December 13 th 2021	Assessor: Pamela Karantonis	Assessment Date: 15/11/2021
	Responsible Person: Pamela Karantonis	
<p>GUCU Branch will aim to comply with the highest standards of health and safety during our pickets, teachouts and other activities. We will:</p> <ul style="list-style-type: none">• Be mindful, foremost, of the psychological and emotional impact of industrial action upon staff, students and guests to the campus and the local community and greet these encounters with empathy, care and accountability• Follow the UK Government's Code of Practice relating to peaceful picketing: https://www.gov.uk/government/publications/code-of-practice-picketing• Appoint a Picket Supervisor to assure these standards and within the meaning of the <u>Trade Union Act 2016</u>• Follow UCU national guidance in taking care not to prevent or impede the supply of essential supplies and services, such as those essential to health and public safety or affecting the care of animals or, of course, emergency services• Follow all means reasonably practical to prevent the spread of Covid-19, flu and other infectious illnesses• Show respect to all campus workers, especially colleagues whose labour is invisibilised and minoritised, by leaving spaces as safe as clean as we found them		

HAZARD potential consequence	Will Affect	PRECAUTIONS/CONTROLS already in place to remove hazard, reduce risk level	RISK (with controls)			Additional Controls Needed. Detail here
			L	S	R	
 Spreading of Covid-19 on pickets (see below for Teach-outs)	University staff, students and visitors	<p>GUCU supports the Outbreak Prevention and Control Plan agreed by Lewisham Public Health and will encourage staff and students with a Covid-19 diagnosis, to report it to the Goldsmiths dashboard.</p> <p>As the picketing will be outdoors, there is sufficient natural ventilation to disperse the virus. However, this may not be the case if people are standing shoulder-to-shoulder and projecting voices loudly or chanting.</p> <p>It is therefore recommended that people try to stand an arm's length apart if speaking loudly, chanting or singing. Face-coverings may be useful if there is a small focused gathering like this.</p> <p>Consider using a megaphone or microphone PA system to amplify a particular voice. Be sure to use sanitising wipes on this kind of equipment before and after use.</p> <p>Have some hand sanitiser on the pickets, for people wishing to use it.</p> <p>If there are spare masks, consider distributing them to those visiting the campus as both a gesture of good will and an active sign that trade unions campaign for safe and healthy working conditions alongside all other fair and just working conditions.</p>	1	3	3	
GUCU members and supporters arrive with Covid-19 symptoms	University staff, students and guests	<p>GUCU should advise members not to attend if they have Covid-19 symptoms.</p> <p>Anyone feeling ill whilst picketing on Goldsmith's premises will be expected to leave and head home.</p> <p>Encourage GUCU members and supporters to carry out a lateral flow test before joining a picket.</p>	2	3	6	
First-aid, caring responsibilities or medical assistance needs access around pickets	University staff, students and guests	<p>(UCU national advice): "Pickets should take care not to prevent or impede the supply of essential supplies and services, such as those essential to health and public safety or affecting the care of animals or, of course, emergency services such as police, fire and ambulance".</p> <p>In the case of any medical emergency, picketers are asked to observe the First Aid principles of contacting a First Aid officer on the pickets, or failing this, a campus security officer. Phone NHS111 for advice and for any seriously acute symptoms or loss of consciousness, phone 999. Mental Health first aiders are also important</p>	1	4	4	



		<p>and a person in distress should be triaged as needing care and support and referred to their preferred source of care.</p> <p>We are also mindful that pre-school children may be brought to the picket by those who cannot afford childcare due to the strike. Picketers are asked to be sensitive to the needs and flexibility of those with children and that children should be supervised and safeguarded by a carer at all times.</p>				
<p>Covid transmission during Teach-out events at SU and The Residents Space</p>	<p>University staff, students and guest speakers</p>	<p>Keep as many events as reasonable online, or for face-to-face events, create options for extra attendees to dial in online if you have the capacity to do so.</p> <p>Please allow for best fresh-air ventilation especially for when an event is very popular. Please be mindful that imposing thermal discomfort on people already using a communal space may be seen as punitive or hostile and to respectfully convey that opening a door or window is to prevent virus transmission and can be adjusted once the event has concluded. Ideally if there is high demand for teach-out bookings, these spaces should keep ventilation open throughout the day, but this may be in balance with thermal comfort.</p> <p>If teach-out participants are able to wear masks / sunflower lanyards while inside all areas of the SU, this is ideal. We encourage a collective and inclusive decision like this to minimise possible Covid within the space and allow SU staff and visitors to enjoy the space with their usual level of confidence. Also we need to respect that people using SU spaces may not be following the same control measures and it is not our position to create a judgement around choices.</p> <p>GUCU picket(s) and Reception area of SU could be supplied with donated / free face masks / face coverings for those wanting to wear them.</p> <p><u>Here is advice from our inspection of SU</u> (many thanks to SU for allowing this)</p> <p>SU downstairs area. Keep all indoor and external doors (that open out to the street and the ground-floor garden area) open, including the windows of the curved wall. Spot check of air quality low occupancy and one internal + external door = 683ppm.</p> <p>SU Café. There is some mechanical ventilation, which is likely to be switched to fresh air input. The curved windows to outside can be opened, but be mindful if anyone is sitting directly in the draft. At 40% capacity of the café usage, Co2 reading = 616ppm</p> <p>SU Bar. The Bar uses mechanical ventilation. If loud music is playing in background of teachout, people will speak louder and project more aerosols, so it is handy that curved doors and windows can open out to</p>	2	3	6	



		<p>balcony for fresh air. At 20% capacity CO2 reading = 585ppm</p> <p>The Venue. This is a completely internal space with no natural ventilation. Air conditioning would have to be switched on by Ed, Oliver or SU staff, so please be mindful of prioritising other space requests first. Be sure to send a respectful request for air-conditioning prior to a teachout in this space. Keep the workload of SU staff low by pooling requests and going via the teachout shared request docs for enquiring about this room.</p> <p>The Liberation Room. For privacy reasons, this door may be kept closed by preference of occupants. However, occupants might consider opening all doors and windows to access fresh ventilation from outside. With 5% occupancy CO2 reading = 767ppm, so it needs to be</p> <p>The Residents Space (non-SU) room capacity of 20 people, most suitable for non-tactile activities (eg not painting artworks on carpeted floor). Large windows – check if these can open. Please leave as many doors and windows open as possible. Wear face coverings and keep physical distance, in line with a group collective decision. Be sure to fully ventilate a space if others are joining the venue directly after you.</p>				
Black and PoC Staff and Students risks to health from Covid exposure	University staff, students	Keep encouraging all GUCU members and supporters to be inclusive by connecting health and safety standards to equalities outcomes. Protect those among us who need to benefit from a higher standard of outbreak prevention from the collective: we should all test twice-weekly prior to visiting campus, to stay home if ill, to physically distance on the campus site, to wash hands and to wear a face covering when too close or vocal. Also be mindful of where the labour of the pickets and teach-outs may be demanded and whether or not this creates an equalities-health-risk. Offer online choices in gestures of solidarity for those who might need them. Offer complimentary face coverings for those who may appreciate them.	2	3	6	
High risk category of staff and students (pregnancies or underlying health concerns)	University staff, students	Consider identifying those who are best to be supporting the action remotely, if a previous shielding status or a pregnant member/supporter is likely to join pickets or teach-outs. Keep encouraging all GUCU members and supporters to be inclusive by protecting those among us who need to benefit from a higher standard of outbreak prevention from the collective: test prior to visiting campus, to stay home if ill, to physically distance on the campus site, to wash hands and to wear a face covering. Offer online choices in gesture of solidarity for those who might need them. Offer complimentary face coverings for those who may appreciate them.	2	3	6	
Thermal comfort outdoors and fire safety	staff, students	<p>For outdoor working a temperature of 13 degrees Celsius is considered a comfortable minimum. Therefore, picketers are encouraged to keep warm with many layers of clothing, warm drinks and a safe outdoor heating option. Take breaks from the picket when necessary and find warmth in the SU or a nearby café or suitable venue.</p> <p>Fire pit safety: as per the pickets standards, attendees must be completely sober, never leave fire unattended, keep all furniture and signage away from fire, be ready to extinguish flames (eg have a sand bucket or form of extinguisher on standby), be aware of clothing or proximity of hands/face/hair near</p>	1	3	3	



		flames, burn only natural tree wood and not chemically-treated construction wood or MDF with chemical fumes, avoid using accelerants, build the fire out in the open, check weather conditions, especially for strong winds.				
Workload pressure of SU, frontline staff and GUCU organisers and failing to keep up positive, respectful attitudes	SU Staff, Officers, Picket and Teachout organisers	<p>Many people connected to Goldsmiths who are not directly involved in strike action will be impacted by our action, through their already-pressured workload. Picket and Teachout organisers will be giving their labour to the action and this must be respected as labour. This has workload implications.</p> <p>There needs to be respect that SU spaces are work and social spaces for others. Recognise that SU staff and Sabbatical Officers will be supporting the needs of students. When in SU space always consider the needs of those using the space for non-strike related purposes. An incident book will be created to record any issues that SU staff and members experience during the strike weeks.</p> <p>When making demands on all the abovementioned groups, consider:</p> <ul style="list-style-type: none"> • How necessary is what I am asking for? • Can I reasonably do it myself? • Am I asking the same people to do extra tasks too often (and what are my assumptions behind this)? • Can tasks be spread across a team? • Setting a limit on text messaging etc • Looking at strategies of collating requests relating to a picketing or teachout activity, as much as possible, so that a person gets one message with a few requests, rather than repeated texts throughout the day 	1	3	3	
Accessibility needs / Use of lift (SU, if applicable)	University staff, students and visitors	<p>Lifts usage will be used with limited numbers</p> <p>Use of lifts are restricted to essential users who require access</p> <p>Teach-outs to be scheduled with mobility access needs in mind.</p>	1	3	3	
Reliance on the use of public transport	University staff, students and visitors	<p>Where use of public transport can be avoided, this will be encouraged.</p> <p>Peak and off-peak staggering of start and finish times for picketing and teachouts will be encouraged to avoid the busy times/rush hour.</p> <p>Use of bicycle storage racks installed for staff/student use should not be considered as breaking a picket, in</p>	1	3	3	



		order to safeguard health and safety standards.				
Performances of Creative Activism (Covid and slips, trips)	Staff and students	<p>Activities should be undertaken in line with the Department for Digital, Culture, Media and Sport (DCMS) guidance for professionals and non-professionals on Working safely during coronavirus (COVID-19): performing arts.</p> <p>Activities that create greater aerosols (singing / shouting) should ideally take place outdoors or near open windows and doors and the best ventilated spaces possible.</p> <p>Standard risk mitigation of slips, trips and hazards should be in place. Considering blocking a physical rehearsal before a presentation. Be mindful of footwear (or barefoot) choices and wet weather ground or flooring areas outdoors.</p>	1	3	3	
Banner and art work creation if involving solvents and affixing art works around the Estate	Staff and students	<p>It would be preferred to use water-based / water-soluble art materials and paints. Produce larger works in well-ventilated areas or even outdoors. Follow standard protocols around solvents or heavy chemicals. https://www.hse.gov.uk/pubns/indg273.pdf</p> <p>(Health and Safety Executive Guidance on working from Heights):</p> <p><u>Do...</u></p> <ul style="list-style-type: none"> • as much work as possible from the ground • ensure workers can get safely to and from where they work at height • ensure equipment is suitable, stable and strong enough for the job, maintained and checked regularly • take precautions when working on or near fragile surfaces • provide protection from falling objects • consider emergency evacuation and rescue procedures <p><u>Don't...</u></p> <ul style="list-style-type: none"> • overload ladders – consider the equipment or materials workers are carrying before working at height. Check the pictogram or label on the ladder for information • overreach on ladders or stepladders • rest a ladder against weak upper surfaces, eg glazing or plastic gutters • use ladders or stepladders for strenuous or heavy tasks, only use them for light work of short 	1	3	3	



		<p>duration (a maximum of 30 minutes at a time)</p> <ul style="list-style-type: none"> let anyone who is not competent (who doesn't have the skills, knowledge and experience to do the job) work at height 				
Socialising and Covid transmission	Staff, Students and guests	<p>Current Government Guidance means that there are no limits on how many people can meet socially.</p> <p>In relation to our pickets and teach-outs, we hope that people will observe that if they plan to socialise before and after, to be mindful of possible Covid transmission risks and to follow standards precautions: good ventilation, regular testing, face coverings where appropriate, isolating with symptoms.</p>	2	3	6	
Refreshment provision and allergies	Staff, Students and guests	When sharing food and drink, please be sure to keep original labels of packeted food or drink and for home-made consumables, make labels or a personal gesture of advising people of allergens like nuts, dairy, wheat or egg.	1	3	3	
Smoking, drinking and observances	Staff, Students and guests	The pickets and teach-outs should be alcohol-free zones and respectful of different faith observances. Smoking / vaping etc on the pickets should only be at a distance from others so they avoid passive smoking	1	3	3	
Motor vehicles, mobility scooters both parked and moving	Pickers and visitors	When picketing near gates, please be mindful of the needs of moving motor vehicles and mobility scooters to get past and also to keep a safe distance to avoid collision. Also be mindful of standing too close to stationery vehicles, both on the grounds of physical safety and also causing apprehension in owners of vehicles/scooters.	1	3	3	



(L) **LIKELIHOOD** that harm or ill health will occur

- 1 – Very unlikely (Very infrequent)
- 2 – Unlikely
- 3 – Fairly likely (Occasional)
- 4 – Likely
- 5 – Very likely (Imminent)

(S) **SEVERITY OF HAZARD**

- 1 – Insignificant
- 2 – Minor
- 3 – Moderate
- 4 – Major
- 5 – Catastrophic (Fatality)

(R) **RISK LEVEL** is product of Likelihood and Severity (LxS).

- 1 -4 **Acceptable** = No further action, ensure controls are maintained
- 5-9 **Adequate** = Look to improve at next review
- 10-15 **Tolerable** = look to improve within a specified timescale
- 16-25 **Unacceptable** = Stop activity and make immediate improvements

Prepared by: P.Karantonis and E. Raskob	Signature:	Date: 15/11/2021
--	-------------------	-------------------------