

# Covid-19 Risk Assessment – Tesco Family Dining.



Scope		Commentary
Areas Included / Not Included	The Café	Our approach to managing risk throughout the COVID19 response is aligned with our organisational commitment that "Nothing is more important than the safety of our customers and colleagues". Our focus has been to align with the developing guidelines from Public Health England, the devolved governments and the Department for Business, Energy & Industrial Strategy (BEIS). The control measures in place will be subject to ongoing and developing assurance activities and are supported by detailed Instruction, Information, Training and Supervision. Our controls centre around the principles of maintaining safe distancing and good hygiene standards for our customers and colleagues. In line with our safety management system and Tesco's duty as an employer, our aim has been to reduce workplace risk to the lowest reasonably practicable level. We have achieved this by implementing preventative measures to minimise any potential residual risk based on the scientific guidance and advice available as the situation develops.
Format	Large Format	
Last Reviewed and Updated	04.03.2022	

Activity	Hazard	People at Risk	Country	Controls	Relevant Training / Supporting Information	Assurance
Preparing food and serving customers in the café	Survival and presence of the virus on surfaces and hand touch points transmitting to hands of colleagues and customers Close proximity from customer to colleague	Colleagues, customers	United Kingdom	<ul style="list-style-type: none"> <li>Detailed cleaning with approved cleaning chemical on a cleaning schedule</li> <li>Provision of a cleaning station with diluted approved cleaning chemical and blue roll</li> <li>Point of sale packs provided to cafes for communications to support the key messages</li> <li>All cafes issued with allocations of alcohol hand gel, hand soap, wipes, approved cleaning chemical and blue roll.</li> <li>Signage displayed reminding colleagues and customers that if they have Covid-19 symptoms they should not enter the cafe</li> <li>Reusable cups will not be used</li> <li>Cafés with 'Just Eat'- All collection personnel follow all safe distancing measures. All orders picked up from the identified collection point.</li> </ul>	<ul style="list-style-type: none"> <li>TFDL Café – Cleaning task cards</li> <li>TFDL Café – Clean as you go tool</li> <li>TFDL Café – Safety Data Sheets and COSHH risk assessments</li> <li>TFDL Café – Social distancing and POS guide</li> <li>Covid-19 Reopening Plan</li> <li>Government Checklist and TFDL Response on opening for indoor customer usage – GPS SharePoint</li> <li>Training plan and slides for Service, Barista, Kitchen colleagues</li> <li>Wales Update December 2020</li> <li>TFDL Café- Outdoor Dining Brief (England and Wales only)</li> <li>TFDL Café- Dine in Reopening England &amp; Wales April 2021</li> <li>Face coverings – England November 2021</li> </ul>	<ul style="list-style-type: none"> <li>Addition of Covid-19 related check in the external audit by Shield from Period 6</li> <li>For all sites whether they are dine in or takeaway, the Shield audit will continue to take place</li> <li>Where a café site is closed the Shield audit will not take place</li> </ul>
			Scotland, Wales and Northern Ireland	<ul style="list-style-type: none"> <li>Only one colleague working in the kitchen area and one in the serving area in normal operation. If additional colleagues are required to work in these areas, markings will be provided for each colleague</li> <li>Limited interaction to pass food between kitchen and serving area</li> <li>Face coverings are worn to serve food to customers at tables and when clearing tables or when in the public areas.</li> <li>All condiments and cutlery are served to the customer with their food, no open condiments available.</li> <li>In Scotland and Northern Ireland details are captured from all customers and visitors to participate in Test and Trace</li> <li>In Wales colleagues are encouraging customers to Test and Trace.</li> <li>Menus and/or table talkers are not used</li> </ul>		
			England	<ul style="list-style-type: none"> <li>It is recommended colleagues wear face coverings</li> </ul>		
Taking customer details for test and trace			United Kingdom	<ul style="list-style-type: none"> <li>Tesco Privacy team engaged to ensure GDPR is managed correctly</li> <li>Where required, colleagues serving at the till will record details for Test and Trace or use the NHS Covid-19 App. Sites in Scotland, Northern Ireland and Wales will continue to use the paper- based process.</li> <li>NHS QR Code poster displayed</li> <li>All cafes operate in line with laws and guidelines set for the devolved nations</li> </ul>	<ul style="list-style-type: none"> <li>Training plan and slides – Service</li> <li>WGLL POS checklist</li> </ul>	<ul style="list-style-type: none"> <li>NA</li> </ul>
			Scotland	<ul style="list-style-type: none"> <li>To support the NHS Scotland's Test and Protect service all customers in the party must provide details.</li> </ul>		
			Northern Ireland and Wales	<ul style="list-style-type: none"> <li>Customers will be encouraged by Café colleagues to provide Test and Trace details through the paper-based process or by scanning the NHS QR code. Where taken, customers will need to provide verification of their name when giving contact details.</li> </ul>		

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Café layout	Close proximity from customer to colleague and customer to customer	Colleagues, customers	United Kingdom	<ul style="list-style-type: none"> <li>All cafes in England and Wales with approved external seating located outdoors will provide an outdoor dine in service.</li> <li>All cafes are open for dine in service</li> </ul>	<ul style="list-style-type: none"> <li>Government Checklist and TFDL Response on opening for indoor customer usage – GPS SharePoint</li> <li>Training plan and slides – Customer Host</li> <li>Managing Queues Guidance</li> <li>TFDL Café- Communication and Help Centre</li> <li>Scottish strategic framework number hospitality guide.</li> <li><a href="https://www.gov.scot/publications/covid-19-scotlands-strategic-framework/pages/10/">https://www.gov.scot/publications/covid-19-scotlands-strategic-framework/pages/10/</a></li> <li>Wales Update December 2020</li> <li>TFDL Café- Outdoor Dining Brief (England and Wales only)</li> <li>TFDL Café- Dine in Reopening England &amp; Wales April 2021</li> </ul>	• NA
			Northern Ireland, Scotland, and Wales	<ul style="list-style-type: none"> <li>Colleague ‘Host’ will ensure customer numbers are maintained within the maximum capacity and ensure safe distancing control measures are implemented throughout the Café.</li> <li>Face to face meetings between colleagues which have been planned at these sites are to take place via Microsoft Teams</li> <li>Fixed and Bench seating will have a sufficient number of tables taken out of use to ensure safe distancing (as per the guidance above) is enforced Occupancy of the café is infrequently filled to capacity and therefore it is unlikely that all seats will be occupied</li> </ul>		
			Wales	<ul style="list-style-type: none"> <li>Where cafes are operating an outdoor dine in service the area will be monitored by a colleague at all times</li> </ul>		
Purchase and Payment	Payment of money and proximity to customers and colleagues unable to maintain the safe distancing guidance	Colleagues, customers	United Kingdom	<ul style="list-style-type: none"> <li>Posters on how to hand wash have been communicated to colleagues and instructions to not to touch face/mouth etc.</li> <li>Perspex screens installed on till point</li> <li>WHO Guidance indicates that there is limited evidence to confirm or disprove whether Covid-19 can be transmitted through coins or banknotes.</li> <li>Gloves are optional but have also been made available to all colleagues</li> <li>Customers encouraged to use contactless payments where possible</li> <li>Customers will pay for food and then go to a table or take away. All food will be served to them</li> </ul>	<ul style="list-style-type: none"> <li>WHO guidance of limited spread of virus on money – GPS SharePoint</li> <li>Government Checklist and TFDL Response on opening for indoor customer usage – GPS SharePoint</li> <li>Training plan and slides for Service colleagues</li> </ul>	• NA
Cleaning and hygiene consumables/equipment and processes	Presence and survival of Covid-19 virus on touch points throughout cafe	Colleagues, customers	United Kingdom	<ul style="list-style-type: none"> <li>All colleagues are responsible for cleaning and are trained to ‘Clean as you Go’, ensuring all areas are cleaned regularly using approved cleaning chemical and blue roll</li> <li>Posters displayed regarding Hand washing and Toilet hygiene</li> <li>Tables and chairs (including seats and seat backs) will be cleaned after each use, before the next customers are seated</li> <li>Trays are only handled by colleagues and not left at the tables</li> <li>No individual menus supplied</li> <li>Colleague Host will ensure high frequency/high touch point areas are kept clean</li> <li>Cutlery, crockery, and kitchen equipment washed via a dish washer</li> </ul>	<ul style="list-style-type: none"> <li>TFDL Café – Cleaning task cards</li> <li>TFDL Café – Clean as you go tool</li> <li>TFDL Café – Safety Data Sheets and COSHH risk assessments</li> <li>TFDL Café – Social distancing and POS guide</li> <li>Government Checklist and TFDL Response on opening for indoor customer usage – GPS SharePoint</li> <li>Training plans and slides for Host, Service, Barista and Kitchen colleagues</li> </ul>	• NA
			Scotland, Wales and Northern Ireland	<ul style="list-style-type: none"> <li>All cutlery and condiments will be given to the customers.</li> </ul>		
		Disposal of contaminated cleaning products or face coverings after use	Colleagues, customers	United Kingdom	<ul style="list-style-type: none"> <li>Contaminated wipes, blue towel etc. to be bagged and placed in usual waste or into a lidded bin.</li> </ul>	<ul style="list-style-type: none"> <li>Coronavirus – gloves, masks and visors</li> <li>Training plans and slides for Host, Service, Barista and Kitchen colleague’s information and guidance – Stores Help Centre</li> </ul>
	Potential allergic reaction to wipes and Alcohol hand gels	Colleagues, customers	United Kingdom	<ul style="list-style-type: none"> <li>All Tesco sourced Alcohol hand gels and wipes are always without allergenic/sensitising properties</li> <li>CoSHH Information held for all products used</li> </ul>	<ul style="list-style-type: none"> <li>TFDL Café – Safety Data Sheets and COSHH risk assessments</li> </ul>	• NA
Managing queues for the Café	Unable to maintain the safe distancing guidance from other colleagues or customers	Colleagues, customers	United Kingdom	<ul style="list-style-type: none"> <li>Colleagues should manage the queue and ensure that fire exits are not blocked</li> <li>Use of colleague ‘Host’ to supervise safe distancing and queues</li> </ul>	<ul style="list-style-type: none"> <li>Government Checklist and TFDL Response on opening for indoor customer usage – GPS SharePoint</li> <li>Training plan and slides – Customer Host</li> <li>Managing Queues Guidance</li> </ul>	• NA
			Scotland, Wales and Northern Ireland	<ul style="list-style-type: none"> <li>A maximum occupancy for the café will be determined and only this number permitted in at any one time. All customers must be seated.</li> </ul>		
Wearing of face masks and face coverings	Wearing of face masks/face coverings incorrectly Cross contamination Disposal of used face masks which are potentially contaminated	Colleagues Customers	United Kingdom	<ul style="list-style-type: none"> <li>Face masks are available for colleagues</li> <li>Guidance issued on the correct wearing of a face mask and a WHO (World Health Organisation) video link shared to support the correct methodology to wear</li> <li>Guidance issued to change every shift or after a break and not to touch the face</li> <li>Guidance issued on how to dispose of a used facemask to include being placed in a bag prior to placing or in a lidded bin or waste bag</li> <li>Face visors can only be worn with another form of suitable face covering that covers mouth and nose as this alone is no longer deemed suitable.</li> <li>Exemptions to the rules for wearing face coverings include:</li> </ul>	<ul style="list-style-type: none"> <li>Coronavirus – gloves, masks and visors – information and guidance – Stores Help Centre</li> <li>WHO video guide on when and how to put on face mask</li> <li>England, Northern Ireland and Wales – Face Coverings guidance 20.07.20 – GPS SharePoint</li> <li>Scotland – Face coverings guidance 08.07.20 – GPS SharePoint</li> <li>Communication regarding Face Visor requirements in Scotland 7.8.20</li> </ul>	• NA

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				<ul style="list-style-type: none"> <li>Colleagues with health conditions who cannot put on, wear or remove a face covering because of any physical or illness or impairment or disability or without severe distress.</li> <li>If colleagues need to take medication or to eat or drink</li> <li>For customers with a hearing impairment and those who lip-read (except Scotland), colleagues should remove face coverings, as necessary, to provide advice, information or assistance.</li> <li>If colleagues need to remove it to avoid harm or injury, either to themselves or others – for example to get somebody’s attention about a danger (excluding Scotland)</li> </ul>	<ul style="list-style-type: none"> <li>England – Face Covering guidance – September 2020</li> <li>Scotland – Face Covering guidance – July 2020</li> <li>Wales – Face Covering guidance – September 2020</li> <li>TFDL Café Help Centre- Colleague guidance by Nation</li> <li>Face coverings – England November 2021</li> </ul>	
			<b>Northern Ireland</b>	<ul style="list-style-type: none"> <li>Unless colleagues are medically exempt, it is mandatory for face coverings to be worn in all areas of the café at all times, including: <ul style="list-style-type: none"> <li>When the cafe is closed</li> <li>When working back of house (including taking in deliveries)</li> <li>When working behind a screen</li> </ul> </li> <li>Colleagues are also required to wear a face covering at all times and in all areas of the store, except when eating or drinking in the colleague room</li> <li>Customers are required to wear a face covering whilst in the café unless eating or drinking or seated and expecting to eat or drink</li> </ul>		
			<b>Scotland</b>	<ul style="list-style-type: none"> <li>Unless colleagues are medically exempt, it is mandatory for face coverings to be worn in all areas of the café at all times, including: <ul style="list-style-type: none"> <li>When the cafe is closed</li> <li>When working back of house (including taking in deliveries)</li> <li>When working behind a screen</li> </ul> </li> <li>Colleagues are also required to wear a face covering at all times and in all areas of the store, except when eating or drinking in the colleague room</li> <li>Customers are required to wear a face covering whilst in the café unless eating or drinking or seated and expecting to eat or drink</li> </ul>		
			<b>England</b>	<ul style="list-style-type: none"> <li>The wearing of face coverings will now be a personal choice and a supply of face coverings will be available near the front of the store for customers to purchase</li> </ul>		
			<b>Northern Ireland and Wales</b>	<ul style="list-style-type: none"> <li>Unless medically exempt, it is mandatory for face coverings to be worn by all colleagues when on the store shop floor and in all customer facing areas</li> <li>From 26.12.21, unless medically exempt, it is required that face coverings are worn by all colleagues when: <ul style="list-style-type: none"> <li>In all areas of the Café</li> <li>In store communal areas</li> <li>2 or more colleagues are present, and the doors are closed in small meeting rooms and offices</li> </ul> </li> <li>Should there be a high number of positive cases at a site, in conjunction with the RORM the risk assessment for the site can be enhanced for additional measures</li> </ul>		
<b>Colleagues undertaking activities back of house</b>	Unable to maintain the safe distancing guidance from other colleagues	Colleagues Customers	<b>United Kingdom</b>	<ul style="list-style-type: none"> <li>Colleagues are reminded to maintain safe distancing guidance where possible working in the kitchen and to ensure that hands are frequently washed after touching areas.</li> </ul>	<ul style="list-style-type: none"> <li>Government Checklist and TFDL Response on opening for indoor customer usage – GPS SharePoint</li> <li>Training plans and slides for Host, Service, Barista and Kitchen colleagues</li> <li>Face Coverings Communications October</li> </ul>	<ul style="list-style-type: none"> <li>NA</li> </ul>
			<b>Northern Ireland, Scotland, and Wales</b>	<ul style="list-style-type: none"> <li>Lifts are for single occupancy only and are signed</li> <li>Only one colleague will work in the kitchen area and one in the servery area in normal operation. If additional colleagues are required to work areas will be marked out for each colleague</li> <li>Tasks where colleagues will be in close proximity will be short duration</li> </ul>		
<b>Use of the premises by wheelchair users</b>	Smaller spaces to manoeuvre due to moving of furniture and one way access / exits  Unable to utilise the cleaning stations to clean hands  Inability to use the lift to travel between floors	Customers, colleagues	<b>United Kingdom</b>	<ul style="list-style-type: none"> <li>Reasonable adjustments to be made for all colleagues after discussions with managers</li> <li>Lifts can be used with a carer / member of the same household and colleagues should facilitate this</li> <li>Colleagues will provide hand sanitiser for any customer who requires it</li> </ul>	<ul style="list-style-type: none"> <li>Government Checklist and TFDL Response on opening for indoor customer usage – GPS SharePoint</li> <li>Training plans and slides for Host, Service, Barista and Kitchen colleagues</li> </ul>	<ul style="list-style-type: none"> <li>NA</li> </ul>

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<b>Takeaway offer within a retail store (if implemented in response to devolved nations tier requirements).</b>	Spread of Covid-19 through presence and survival of the virus on hand touch points and not being able to maintain safe distancing guidelines	Colleagues, customers, members of the public	<b>United Kingdom</b>	<ul style="list-style-type: none"> <li>All cafes in England and Wales with approved external seating located outdoors will provide an outdoor dine in service.</li> <li>All cafes are open for dine in service</li> <li>Prior to re-opening all Cafes complete the actions within the 'Re-opening Checklist'. This included full deep clean (front and back of house), equipment checks and re-commissioning, restarting of Daily Café diary checks (daily food safety management system), installation of safe distancing signage and directional routes (front and back of house).</li> <li>Perspex screens are fitted at till and ordering points</li> <li>All colleagues are instructed to wash their hands at least every 30 minutes and use alcohol hand gel after handling cash and in between serving customers</li> <li>Gloves will be available for all colleagues who wish to use them</li> <li>All required point of sale will be sent into Cafes prior to opening with instructions on how and where to apply/display</li> <li>TFDL Café Operation Managers to ensure adequate staffing levels to maintain safe distancing</li> <li>Colleagues required to complete 'Café Safety Training Refresher 2020' and 'Coronavirus Awareness' training as they return to work</li> <li>Customer offer is for a limited and reduced take away menu only with shorter opening hours as defined in the guidance for the relevant tier</li> <li>All customer seating is restricted to prevent customer usage or stacked so customers are unable to access it in takeaway sites</li> <li>Counter service only - removed ability for customers to self-serve, condiments and serviettes issued by colleagues (except for soft drinks chiller)</li> <li>Customers encouraged to pay by card</li> <li>Kids activities (colouring/crayons etc.) will not be available</li> <li>Provision of a front of house Cleaning Station, holding new 'Clean as you go' tools and cleaning task cards to ensure adequate cleaning of customer areas</li> <li>Managers are permitted to temporarily suspend service if safe distancing measures become compromised</li> <li>Cafés with 'Just Eat' - All collection personnel follow all safe distancing measures. All orders picked up from the identified collection point.</li> </ul>	<ul style="list-style-type: none"> <li>TFDL Café – Operational re-opening checklist</li> <li>TFDL Café – Social distancing and POS guide</li> <li>TFDL Café – Re-opening takeaway</li> <li>TFDL Café – Café re-opening plan</li> <li>TFDL Café – Cleaning task cards</li> <li>TFDL Café – Clean as you go tool</li> <li>TFDL Customer Cafes Social distancing risk assessment</li> <li>TFDL Café – Safety Data Sheets and COSHH risk assessments</li> <li>TFDL Café – Coronavirus awareness training and Café Safety Training Refresher – training completion reports</li> <li>England, Northern Ireland and Wales – Face Coverings guidance 20.07.20 – GPS SharePoint</li> <li>Scotland – Face coverings guidance 08.07.20 – GPS SharePoint</li> <li>TFDL Café Help Centre- Colleague guidance by Nation</li> <li>TFDL Café- Closure of café on mezzanine floor (England only)</li> <li>TFDL Café- New guidance on group gatherings – (Wales only)</li> <li>Retail Daily News – Wed 2 December</li> <li>TFDL Café- Outdoor Dining Brief (England and Wales only)</li> <li>TFDL Café- Dine in Reopening England &amp; Wales April 2021</li> </ul>	<ul style="list-style-type: none"> <li>Addition of Covid-19 related check in the external audit by Shield from Period 6</li> <li>For all sites whether they are dine in or takeaway, the Shield audit will continue to take place</li> <li>Where a café site is closed the Shield audit will not take place</li> </ul>
<b>Colleagues returning to stores after a period of extended absence</b>	Colleagues unfamiliar with the changes which have taken place since the onset of Covid-19 to manage the spread of the virus on touchpoints and not maintaining the safe distancing guidelines	Colleagues, customers	<b>United Kingdom</b>	<ul style="list-style-type: none"> <li>All colleagues returning to work in stores complete the 'Keeping you safe' online training prior to starting work</li> <li>Colleagues follow the relevant rules for self-isolation as laid down by their devolved Government</li> </ul>	<ul style="list-style-type: none"> <li>'Keeping you safe' – Click and Learn</li> </ul>	<ul style="list-style-type: none"> <li>NA</li> </ul>
<b>Customers, colleagues, contractors, members of the public stating they are displaying symptoms of Covid-19</b>	Spread of Covid-19 through presence and survival of the virus on hand touch points and not being able to maintain safe distancing guidelines	Colleagues, customers, contractors, members of the public	<b>United Kingdom</b>	<ul style="list-style-type: none"> <li>Signage displayed reminding colleagues and customers that if they have Covid-19 symptoms they should not enter the store.</li> <li>If someone does enter and state they have symptoms of Covid-19 they should be sent home or if too unwell an ambulance would be called and they would be isolated in a room.</li> <li>Colleagues follow the relevant rules for self-isolation as laid down by their devolved Government</li> <li>'Positive Covid-19 Test in the workplace notification form' to be completed once a colleague has confirmed they are positive and then call the Covid Helpline to log the case. The form must then be sent to the People Team – <a href="mailto:TFDL.people@tesco.com">TFDL.people@tesco.com</a></li> <li>From 09.03.21 the Covid-19 related absence form will only need to be completed twice a week, on Tuesday and Fridays</li> </ul>	<ul style="list-style-type: none"> <li>TFDL Café- Communication and Help Centre</li> </ul>	<ul style="list-style-type: none"> <li>NA</li> </ul>
<b>Local Restrictions</b>	Complying with legislation/guidance; and ensuring sites respond to changes in restrictions.	Colleagues, customers, contractors, members of the public	<b>United Kingdom</b>	<ul style="list-style-type: none"> <li>Government guidance/restrictions can vary across different regions within the UK and Scotland. Sites are to comply with any local restrictions set out in relevant guidance/legislation</li> </ul>	<ul style="list-style-type: none"> <li>England – Local Restriction Tiers (<a href="https://www.gov.uk/guidance/localrestriction-tiers-what-you-need-to-know">https://www.gov.uk/guidance/localrestriction-tiers-what-you-need-to-know</a>)</li> <li>Wales – Covid-19 Alert Level (<a href="https://gov.wales/covid-19-alert-levels">https://gov.wales/covid-19-alert-levels</a>)</li> <li>Scotland – Covid-19 Local Protection Levels (<a href="https://www.gov.scot/publications/coronavirus-covid-19-protectionlevels/pages/protection-level-4/">https://www.gov.scot/publications/coronavirus-covid-19-protectionlevels/pages/protection-level-4/</a>)</li> <li>NI – Covid-19 Restrictions (<a href="https://www.nidirect.gov.uk/articles/coronavirus-covid-19-regulations-guidance-whatrestrictions-mean-you#toc-3">https://www.nidirect.gov.uk/articles/coronavirus-covid-19-regulations-guidance-whatrestrictions-mean-you#toc-3</a>)</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>

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<b>Protecting Colleagues Mental Health</b>	Psychological distress from feeling isolated or concerned due to the Coronavirus outbreak	Colleagues	<b>United Kingdom</b>	<ul style="list-style-type: none"> <li>Access to Headspace online resources - meditation, sleep and movement exercises</li> <li>Access to the Silver Cloud tool - skills and techniques to maintain wellbeing</li> <li>Colleagues encouraged to be active and exercise and provided with online resources that can be used</li> <li>Employee Assistance Programme in place</li> <li>Occupational Health support</li> </ul>	<ul style="list-style-type: none"> <li>TFDL- Help Centre</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>Travel for regional colleagues</b>	Inability to stay in hotels  Fatigue  Increased risk of contracting/spreading the virus through personal contact or common touch points	Colleagues, other road users	<b>United Kingdom</b>	<ul style="list-style-type: none"> <li>Work should be planned to ensure that colleagues are not driving excessive distances.</li> <li>SAP Concur will support with hotel booking as required and a key worker's letter will be provided by the business</li> <li>Feedback and investigation process in place for colleagues staying overnight in hotels if they are felt the premises is not complying with government rules relating to Covid-19</li> <li>Where possible calls and virtual visits using technology should be used</li> </ul>	<ul style="list-style-type: none"> <li>CTM Website and call centre</li> <li>Critical worker travelling to work letter</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>Supporting clinically extremely vulnerable, clinically vulnerable and pregnant colleagues</b>	Greater susceptibility and more adverse reaction to virus for colleagues in this group	Colleagues	<b>United Kingdom</b>	<ul style="list-style-type: none"> <li>Colleagues who have work related health concerns regarding Covid-19 are able to request an Occupational Health referral as per the current health referral process</li> <li>Colleagues who confirmed their pregnancies prior to 15.11.21: <ul style="list-style-type: none"> <li>Were offered an occupational health referral and where this identified they were at higher risk, were moved to maternity suspension</li> <li>All colleagues who are beyond 28 weeks of pregnancy were moved to Maternity suspension, unless they are able to work from home</li> <li>Pregnant colleagues can, if they wish, sign the updated Declaration, to allow them to return to work without completing the Occupational Health Referral. However, pregnant colleagues must complete the Pregnancy Risk Assessment as per normal policy.</li> </ul> </li> <li>From 15.11.21 colleagues who confirm their pregnancy will complete the pregnancy risk assessment and only be referred to occupational health if they are unvaccinated, anxious about their pregnancy in relation to Covid-19 or have an underlying health condition</li> </ul>	<ul style="list-style-type: none"> <li>TFDL café - Help Centre and Communication</li> <li>Coronavirus Vulnerable Colleagues Updated Policy, Questions and Answers</li> <li>TFDL Café - Coronavirus awareness training and Café Safety Training Refresher - training completion reports</li> <li>Covid-19 risk assessment outcome certificate</li> <li>Jason Tarry's Covid-19 Update email - GPS SharePoint</li> <li>TFDL Café- Coronavirus update 15<sup>th</sup> November</li> </ul>	<ul style="list-style-type: none"> <li>NA</li> </ul>