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LONDON

16 July 2021

On 12 July, the Prime Minister confirmed that England will move to Step 4 from 19 July. The PM stated that society cannot return instantly to how life was before COVID-19. While cases are high and rising, he advised that everybody needs to continue to act carefully and remain cautious.

This document provides a framework of Searcys approach to the Government lifting of COVID-19 restrictions on Monday 19 July 2021.

We understand that some of our clients may wish to continue with the current mitigation in place to slow the spread of coronavirus within their premises, in line with Government advice, whilst complying with other relevant legislation regarding their employees and the Searcys teams.

Updated working safely guidance was published on 14 July. Businesses are required to manage the risks at their premises, by updating the risk assessment to include COVID-19 measures and ensuring that all relevant mitigations are in place.

At Step 4, the Government will remove outstanding legal restrictions on social contact, life events and open the remaining closed settings.

In pubs, cafes and restaurants:

- capacity limits are lifted,
- social distancing guidance is removed,
- no rule of six or two households at one table,
- end of table service only,
- face coverings will no longer be mandatory, but the use is recommended by the Government in enclosed, crowded public spaces. Client venues may dictate their own policy on continued wearing of face coverings in public areas, which Searcys will fully embrace as required.
- All restrictions on live events such as weddings, funerals, bar/bat mitzvahs and baptisms will be removed, including the remaining restrictions on the number of attendees. There will be no requirement for table service at live events, or restrictions on singing or dancing.

Legal Requirements at Step 4

When the coronavirus restrictions are lifted, businesses are still required under additional H&S regulations to assess the risk to our teams and customers or guests from any known hazard.

The Health and Safety at Work, etc. Act 1974 sets out the general duties:

- It shall be the duty of every employer to ensure, so far as is reasonably practicable, the health, safety, and welfare at work of all his employees.
- It shall be the duty of every employer to conduct his undertaking in such a way as to ensure, so far as is reasonably practicable, that persons not in his employment who may be affected thereby are not thereby exposed to risks to their health or safety.

Under the Management of Health and Safety at Work Regulations 1999, the minimum we must do is:

- identify what could cause injury or illness in your business (hazards),
- decide how likely it is that someone could be harmed and how seriously (the risk),
- take action to eliminate the hazard, or if this isn't possible, control the risk.

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The Working Safely Guidance has been updated to provide examples of mitigations that businesses can implement to reduce the risk of COVID-19 transmission in their workplaces. It highlights six prioritised elements to consider:

1. Complete a health and safety risk assessment that includes the risk from COVID-19
2. Provide adequate ventilation
3. Clean more often
4. Turn away people with COVID-19 symptoms
5. Enable people to check in at the venue
5. Communicate and train.

We have historically taken all the above points into account when preparing our risk assessments and actively promote these points to our teams.

The updated Working Safely Guidance also sets out a range of mitigations that we have considered and form part of our risk assessments:

- Encouraging staff and customers to clean their hands regularly and providing facilities for them to do so
- Cleaning surfaces that people touch regularly
- Identifying poorly ventilated areas in the venue, and taking steps to improve fresh air flow
- Ensuring that staff and customers who are unwell do not attend the workplace or venue
- Communicating to staff and customers the measures we have put in place
- Reducing contact between people, particularly between customers and workers.

Self-Isolation – Contact Tracing

Searcys encourage their teams to use the test and trace app and abide by the current rules around self-isolation.

- New rules will come into effect on 16 August 2021.
- The change will be that anyone who is a close contact of a positive case will no longer have to self-isolate if they have been fully vaccinated.
- Those who are fully vaccinated and contacted by NHS Test and Trace will be advised to take a PCR test, and anyone who subsequently tests positive will have to self-isolate.
- The Government has stated that businesses can use COVID-19 status certification at their discretion.
- From Step 4 onwards, the NHS COVID-19 Pass will be accessible through the NHS app and other non-digital routes. This certification is voluntary and not legislative. COVID-19 status certification will not be required in law as a condition of entry for visitors to any setting
- The Government is encouraging businesses to continue to display QR codes for customers to check in using the NHS COVID-19 app, to support NHS Test and Trace, although it will no longer be a legal requirement.
- Anyone under the age of 18, in close contact of a positive case, will no longer need to self-isolate.

As our businesses begin to reopen fully, Searcys directors and managers will fully embrace the relevant COVID-19 controls that our clients may wish to continue in their premises.

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The following table covers potential hazards and controls to reduce the risk as far as practical.

Hazard	Controls
Contracting or spreading coronavirus by inadequate handwashing	<ul style="list-style-type: none">• Personal Hygiene training for team members• Hand washing notices in staff and customer toilets• Sanitizer stations at entrances and service points
Contracting or spreading coronavirus in commonly used or high traffic areas	<ul style="list-style-type: none">• Limiting the number of people in staff and changing rooms, for example by staggering breaks• Reorganising facilities in communal areas such as staff rest areas by spacing out tables to reduce contact• Consideration to retaining the one-way systems in place in BOH corridors or regularly used pedestrian traffic routes• Leaving non-fire doors open to reduce the amount of hand contact with doors• Monitoring/supervision to make sure people are following any controls you have in place• Consideration to maintain screens around our tills and food areas to reassure our teams clients and customers as appropriate.• Wearing of face masks as required in lifts, public areas, and high traffic areas/close contact activities• Some clients may mandate the wearing of masks and continuation of social distancing controls
Contracting or spreading coronavirus by inadequate cleaning of surfaces, equipment, and workstations	<ul style="list-style-type: none">• Maintain enhanced cleaning schedule for touchpoints• Self-service offer reduced where practical. Consideration of continuation of team-served cakes, pastries, and salad bars, etc• If self-service is required due to client request or operational reasons, potential reduction of dishes to allow spacing and provide sanitizer to reduce contamination risk of shared spoon• Contactless payments preferred (but not enforced)• Sanitising customer tables between use
Poorly ventilated spaces leading to risks of coronavirus spreading	<ul style="list-style-type: none">• Fresh air is the preferred way of ventilating the workplace. Where possible opening windows and doors (that are not fire doors or related to food safety)• Provision of additional ventilation if needed, for example mechanical ventilation. Switch (HVAC) systems to drawing in fresh air where possible, rather than recirculating air