COVID-19 General workplace safety
Risk assessment

This is a College wide risk assessment; each department has completed a specific risk assessment for their business area.

Assessor: Ruth Arrola
Job title: Health and Safety Advisor
Assessment date: 19/06/20
Review 1 date(s): 17/09/20 (Completed)
Review 2 date: 04/01/21 (Completed)
Next review: April 2021
Signature of Assessor:
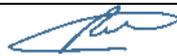
Business hazards associated with the coronavirus pandemic	Potential risks to workers caused by hazards	Control measures	When
Infection Prevention, Cleaning and Staff Safety			
As the business rebuilds after lockdown and staff return to work the organization must ensure their safety by making premises "COVID" secure	There is a direct threat to staff health and wellbeing from transmission of the COVID-19 coronavirus while at work. People can catch the virus from others who are infected in the following ways: Virus moves from person-to-person in droplets from the nose or mouth spread when a person with the virus coughs or exhales • the virus can survive for up to 72 hours out of the body on surfaces which people have coughed on, etc • people can pick up the virus by breathing in the droplets or by touching contaminated surfaces and then touching their eyes or mouth.	We have ensured that the College complies with its duty to provide a safe and healthy workplace/working conditions for staff in the workplace during the coronavirus pandemic by: Circulating "COVID secure" coronavirus policies and safety procedures to all staff and managers; these set out how staff should behave and the precautions they must adopt during the pandemic to keep them safe. Requiring staff to complete an online training package for Covid-19 and issuing them with a staff briefing as well as copies of Risk assessment for their business area. Requiring staff to practice effective social distancing while in and around the College. Reminding them to: Cover the mouth and nose with a tissue or sleeve (not hands) when coughing or sneezing (Catch it — Bin it — Kill it). Put used tissues in the bin straight away. Wash hands regularly with soap and water for at least 20 seconds. Avoid close contact with people who are unwell Clean and disinfect frequently touched objects and surfaces Do not touch face, eyes, nose or mouth if hands are not clean.	Ongoing and to be reviewed April 2021.

		In all departments, fully implement Public Health England (PHE) Guidance for Employers and Businesses on Coronavirus, including the following key safety precautions: Keep local/departmental risk assessments under review to ensure that a safe place of work is maintained. Consult with staff and staff representatives – fully involve the workforce at all stages of the pandemic. Make any adjustments to the workspace/work patterns/ procedures necessary to facilitate effective infection prevention and social distancing at work. Follow government health and travel advice Provide hand sanitizer as required. Provide infection control personal protective equipment (PPE) such as gloves, masks and eye protection if required in individual risk assessments and method statements, e.g. cleaning. Increase environmental cleaning in the workplace; review and revise cleaning method statements and schedules and ensure cleaning staff have access to suitable detergents, disinfectants and PPE. Provide additional waste removal facilities and more frequent rubbish collection.	

		Display appropriate public health posters and notices around the workplace and on websites.	
Homeworking, Hot-desking and Equipment Sharing			
Staff working together in workplace premises inevitably raises the risk of virus transmission Hot desking and the sharing of equipment present hazards that raise the risk of virus transmission further	Homeworking reduces the risk of staff gathering in the workplace and of transmitting the virus	The following working arrangements will be put into place to support staff: •Managers will plan for the minimum number of people needed on site to operate safely and effectively •Departmental and line managers have facilitated and encouraged homeworking wherever appropriate •Managers have monitored the wellbeing of people who are working from home and put in place measures to support their mental and physical health and personal security •Enhanced IT support has been provided to homeworkers to ensure the effectiveness of working arrangements and the security of information and data, for example, remote access to work systems •Hot-desking will not be supported at this time	Ongoing and to be reviewed April 2021.
Workplace Social Distancing			
Effective social distancing is a key element in reducing the transmission of COVID-19	Social distancing refers to people being required to maintain a distance from each other of 2 meters wherever possible. Social distancing effectively puts people at a safe range from anyone coughing. The main route of virus transmission is through droplets exhaled or coughed by an infected person.	Staff are required to practice effective social distancing while in and around the workplace, while involved in work activities and when travelling to and from work, whenever possible, by: •Avoiding non- essential contact with others •Keeping a safe distance of at least 2 metres (about 3 steps) from others whenever possible •Avoiding physical contact (eg hugs, handshakes, etc)	Ongoing and to be reviewed April 2021.

| | (Should social distancing requirements be reduced to 1m, by the government, we will comply accordingly.) | Adaptations to the premises to support social distancing should include:
•A review of all work premises to identify suitable adaptations which will support social distancing, eg installation of screens and marks on the floor
•Offices and work spaces to be set up to support social distancing, e.g. layout changes, appropriate signage, stickers and floor markings to denote safe distances, etc
•Workstations and desks to be arranged with a minimum separation between them – where necessary screens will be fitted
•Reducing the need for staff to move around within the workplace.

Adaptations to work processes to support social distancing will include:
•Cancelling non- essential meetings
•Holding essential meetings by using phone/video conferencing, etc
•Replacing face-to- face meetings wherever possible with video conferencing, phone conferencing, etc
•Cancelling non- essential training and all face-to-face training/recruitment practices
•Carrying out any essential training/ recruitment by using email/online e- learning wherever possible rather than bringing people together face to face
We have displayed notices in all premises reminding staff of the key infection prevention requirements, including the need to maintain safe distancing
Where social distancing guidelines cannot be followed in full, in relation to a particular activity, managers have carried out further risk assessments and considered | |

		whether that activity needs to continue for the business to operate - where such activities need to continue appropriate mitigation methods should be put into place, such as: •Increased hand washing •Increased environmental cleaning •Keeping the activity time involved as short as possible •Reducing the number of people each person has contact with by using "fixed teams or partnering" (so each person works with only a few others) Assigning teachers to specific classrooms and groups of students.	
Higher Risk Areas of the Workplace			
Some areas of the workplace may present a higher risk than others – this may include areas such as staff toilets, staff rooms and restrooms	Heavily used areas of the workplace are more likely to present an infection transmission risk Essential for staff to wash hands regularly but also that toilets are kept clean and free of coronavirus contamination A number of staff going to the toilet together may compromise their ability to comply with social distancing Increased risk of people coughing and touching door handles, taps and toilet flush handles	We have ensured higher-risk high-traffic areas of the workplace are COVID- secure by applying appropriate safety precautions, including: •Stressing the need for staff to follow good hygiene practice at all times while at work (ie regular handwashing, using tissues and disposing of them appropriately, etc) •Managers have ensured that adequate hand cleaning resources are provided; all staff toilets to be supplied with adequate supplies of hot water, liquid soap and paper towels • Printing handwashing instructions/posters and displaying throughout workplace, especially in toilets •Limiting lift occupancy to those who are not able to walk •Monitor high-traffic area use and regulate access as necessary •Prioritise disabled use where necessary, eg disabled toilet use, use of lifts, etc •Staggering breaks to ensure that restrooms and toilets are not overloaded	Ongoing and to be reviewed April 2021.

		•Establishing safe queuing systems by use of room occupancy limits in classrooms and Floor markings/signage, etc •Placing hand gels at convenient places around the workplace with instructions for use •Increasing environmental cleaning, especially in and around toilets and staff rooms; special attention to be paid to frequently touched surfaces such as door handles, toilet flush handles, light switches, etc •Increasing toilets/washrooms inspections to check for cleanliness/adequate stock of soap/toilet paper, etc •Where possible, providing paper towels as an alternative to hand dryers in handwashing facilities	
Vulnerable Staff			
Some staff may have pre-existing medical conditions which render them more vulnerable to the dangers of coronavirus infection	Those who are classified by PHE as being at greater risk from COVID-19	All staff were asked to complete a survey so that we could identify those at a higher risk and those who consider themselves to be BAME. The following safety and staff health arrangements apply to staff who are classified as vulnerable (moderate risk) or extremely vulnerable (high-risk): •Managers, human resources and occupational health departments will identify and be aware of staff who fall into vulnerable and extremely vulnerable categories so they can ensure that they are given adequate protection and support to enable them to comply with government health recommendations

•Staff in the vulnerable category will be considered on a case by case basis – wherever possible they will be supported to work from home. Each will also be subject to an individual risk assessment.

BAME staff will also be assessed on a case by case basis, and given | Ongoing and to be reviewed April 2021. |

		support in all aspects of their return to work or if necessary, work from home. •Managers will stay in touch with vulnerable staff who are staying at home by phone to ensure they are well and to prevent them from feeling isolated •All reviews of staff roles and safety will be non- discriminatory and take into consideration equality considerations and protected characteristics as defined under the Equality Act 2010, eg disabled staff •Reasonable adjustments will be made to avoid disabled workers being put at any disadvantage.	
Staff Health and Staffing Levels			
Low staffing hazards due to high rates of staff sickness or staff having to self-isolate themselves at home or remain at home because they are "shielded"	Staff may get sick with coronavirus infection People who have symptoms must "self-isolate" at home for 7 days from the start of symptoms to prevent them from passing the infection on and contributing to the overload on the NHS Those who live with others and where one person has symptoms must self-isolate as a household for 14 days from the day when the first person in the house became ill.	The following safety arrangements apply to staff health or staffing levels: •Staff who are sick or self-isolating will keep in touch with their line manager •All advised through college communications that no member of staff should come to work if they are self- isolating or if they have COVID-19 symptoms or if they feel unwell	Ongoing and to be reviewed April 2021.
Premises Access and Travel			
Staff who are required to attend for work must be given safe access to the workplace	Travel to and from work may lead to greater risk of virus transmission Public transport may be restricted in order to achieve social distancing on trains, buses, etc	The following safety arrangements apply to workplace access and travel arrangements: •Sufficient access points to the workplace are provided so that staff do not congregate at entrances and exits – ensure that all access points have supplies of sanitizer available	Ongoing and to be reviewed April 2021.

	Access to buildings may create a virus transmission risk if staff all seek entrance at once or are channelled through single points of entry Risks may be increased for disabled staff who may have reduced options for access	•There is safe entrance or exit for disabled staff •Floor markings and signage at entrances and exits and introduce one- way flow systems at entry and exit points are present where appropriate •We have enabled flexible/staggered working arrangements so that staff can avoid travelling at peak times or all arriving or leaving at the same time •Provided hand sanitiser at entrances and throughout the buildings •Supported staff to walk or cycle to work wherever possible, eg providing safe bike storage, showers, lockers, etc	
Cases of Possible Infection On-site			
People becoming unwell while on-site or a symptomatic person using a site	High risk of transmission	If a member of staff becomes unwell in the workplace with coronavirus symptoms (a new, continuous cough or a high temperature) they will be sent home and advised to follow government advice to self isolate and get a test. •All surfaces that a symptomatic person has come into contact with will be cleaned and disinfected, especially objects visibly contaminated with body fluids and all potentially contaminated high-contact areas such as toilets •Public areas where a symptomatic individual has passed through and spent minimal time, such as corridors, but which are not visibly contaminated with body fluids, can be cleaned thoroughly as normal •Cleaning staff use disposable cloths or paper roll and a combined detergent disinfectant solution •Cleaning staff wear appropriate PPE •Waste from cleaning of areas where possible cases have been	Ongoing and to be reviewed April 2021.

		(including disposable cloths and tissues) should be "double-bagged" and tied off; it should be placed in a secure holding area for 72 hours before being disposed of in general waste	

Business Continuity			
Crisis management and business continuity hazards caused by the pandemic emergency	The crisis threatens business continuity and ability to deliver essential services to our customers	Managers will refer to business continuity policies and procedures. The following safety arrangements will be applied to establish business recovery: •Ask all departments to review and refresh business continuity plans as necessary •Devise appropriate business recovery plans and keep under constant review	Ongoing and to be reviewed April 2021.

Information			
Hazards caused by lack of information or inaccurate information being circulated	The pandemic has been accompanied by a large amount of official guidance, some of which needs interpretation, and also by misinformation, rumour and "fake news" or "myths". If these are allowed to gain traction within the organisation they can obscure and confuse vital health and safety measures.	The following safety arrangements will be applied to mitigate risks caused by misinformation and "fake" news: •To ensure the safety and wellbeing of staff business strategies must be based on accurate information and staff must be given consistent, simple and clear messages •Leadership teams/local managers are briefed and kept up to date •Managers to beware fake news and discourage the circulation of misinformation •We will keep staff informed – key messages include the need for unwell staff or homeworking staff to stay at home, for frequent handwashing and for social distancing	Ongoing and to be reviewed April 2021.

Communication			
Threat to effective communications	The pandemic crisis threatens communications with clients/customers/suppliers – such communications are vital in the re-establishment of	The following safety arrangements will be applied to mitigate risks to communication systems: •Senior management to review all outward facing communications (eg on customer website, etc) to ensure messages are consistent, clear and reflect the customer focused and	Ongoing and to be reviewed April 2021.

	business activities and procedures after lockdown	socially aware values of the organisation •Managers to revise communications strategies and plans •Devise specific plans for how and how often to communicate with clients/customers/ suppliers	
Cyber Security			
Cyber-security risks	Cyber-security threats often accompany a crisis, including computer viruses, phishing and scam emails and coronavirus related "ransomware" With the organisation and individual staff more reliant than ever on digital communications and the internet, and with more staff working from home and using a variety of digital devices, the need to ensure the security and function of our digital systems is more important than ever	The following safety arrangements are applied to mitigate cyber risks: •Review cyber security and surveillance infrastructure and ensure that all reasonable protection is in place •Circulate warnings to staff and managers of any credible cyber threats, especially scam emails and text messages •Ensure that staff working from home and using remote- working systems are covered by cyber-risk protections •Ensure any homeworking arrangements maintain standards of data protection and IT security •Ensure that existing cyber-security systems do not interfere with the availability of critical safety information and updates relating to coronavirus •Assess cyber risks to new supply chain connections developed during the crisis.	Ongoing and to be reviewed April 2021.
Autumn 2020 review. In addition to the above, the following have been implemented:			
Current risk assessments	Risk assessments need to be reviewed in relation to new guidance received for the Autumn 2020 term .	All heads of department have reviewed their original risk assessments, and where necessary made changes/additions to take into account new guidance for the Autumn term. Including: **Bubbles** • Small, consistent groups of pupils split into bubbles.	Ongoing and to be reviewed April 2021.

		• Class groups will be kept together in separate 'bubbles' throughout the day and do not mix with other groups. • All students and staff wear face coverings at all times within the College • Keep a record of pupils and staff in each bubble, lesson or close contact group. • Where there are appropriate sources of guidance (e.g. CLEAPSS, afPE, CILIP, etc.) Heads of Departments/ teachers have referred to it to ensure they apply covid related measures. • Each teacher has been given a kit bag containing hand sanitizer and wipes to ensure students can wipe surfaces before and after class as well as sanitise their hands often. • In classrooms where windows can not be opened, doors will be kept open to assist ventilation. • All ventilation within the college intakes outside air.	
Face Coverings			
Face coverings	Guidance regarding face coverings at FE colleges has been updated by the Government	**Face coverings** are compulsory in all areas of the college including classrooms. In addition: • Hand sanitiser provided at all entrances. • Pupils, staff, and visitors who remove face coverings at the college are advised to wash hands immediately. • Bins provided on entrances and busy offices to dispose of temporary face coverings with displayed notices next to	Ongoing and to be reviewed April 2021.

		them advising how to remove/put on a mask safely. • Staff briefing regarding removal and putting on masks issued with link to WHO video. • Plastic bags provided for reusable face coverings to take home with them. • All staff have been issued with a washable face covering, refillable hand gel bottle and a box in which to keep the face covering when not in use. • Exemption cards have been made available for those who are not able to wear a face covering.	
Emergency procedures			
First Aid provision/Fire wardens and Duty Managers	Provision of emergency personnel within the college has been reviewed taking into account the possibility of covid related absences.	The College has carried out a comprehensive review of emergency arrangements. **First aid** • 12 New first aiders have been added to the existing numbers. • First aiders are now rostered to ensure coverage and cover for covid related absences • All have received additional information regarding covid-infection protection measures whilst administering first aid • All have received additional PPE to protect them when treating suspecting cases of covid • Additional guidance and PPE has been made available in the First Aid room. • New First Aid boxes have been supplied through the college to ensure they are fully stocked	Ongoing and to be reviewed April 2021.

		• First Aiders have in addition been given a personal first aid pouch bag. **Fire wardens/Fire Marshals** • Additional 43 fire wardens/marshals have been trained. This included classroom based and practical training in the use of fire extinguishers. • Each Zone has at least 2 fire wardens allocated in case of covid related absences. In addition, a number of fire wardens are allocated to buildings as a second tier. **Duty Managers** • Duty managers have been given a 4h training session on covid precautions, fire/first aid arrangements and emergency evacuations. • Duty managers have been trained on the use of the emergency grab bag, its contents and what to do in case of a stabbing, marauding terrorist attacks, acid attacks. **Safe Zone** The College has purchased the licence to the app Safe zone to assist in contact tracing, summoning first aiders, fire and evacuations.	
Food Provision			
Refreshments	The College previously provided hot food both for students and staff. This provision has been reviewed.	Following a covid related risk assessment food will only be served pre-packed and seating arrangements in the canteen have been modified to ensure appropriate social distancing. In addition,	Ongoing and to be reviewed April 2021.

		• Microwaves and fridges are out of use in all offices, staff rooms for 5 or more people. • Where less than 5 people use the microwave or fridge, it has been allowed to remain in use as long as it is kept clean and staff adhere to enhanced hygiene precautions.	
Visitors			
Visitors	Visitors to the College are discouraged. When a visit is absolutely necessary we have implemented additional controls.	• Site guidance on physical distancing and hygiene is explained to visitors on or before arrival. It is also posted on our website. • A record kept of all visitors to assist NHS Test and Trace, including: the name; a contact phone number; date of visit; arrival and departure time; the name of the assigned staff member • All visitors receive a visitor written brief. • During enrolment, all were required to wear face coverings at all times and provided the required information for test and trace purposes.	Ongoing and to be reviewed April 2021.
Use of lifts			
Use of lifts	Limited space within a lift makes social distancing difficult	Use of lifts has been restricted to 2 people each time and only for those who are disabled. Lift cards are available to any disabled person who might need to use the lift.	Ongoing and to be reviewed April 2021.
Distancing			
	Social distancing is the main covid precaution, together with good respiratory hygiene and washing of hands.	**Distancing** • Staff to keep 2 metres from other adults as much as possible. • Where possible staff to maintain distance from their	Ongoing and to be reviewed April 2021.

		pupils, staying at the front of the class.	
		• Staff to avoid close face to face contact and minimise time spent within 1 metre of anyone.	
		• Supply teachers, peripatetic teachers and/or other temporary staff to minimise contact and maintain as much distance as possible from other staff.	
		• The occupancy of staff rooms and offices limited.	
		• Use of staff rooms to be minimised.	
		• Staff in shared spaces (e.g. office) to avoid working facing each other.	
PPE			
PPE	Some staff will require additional PPE which has been assessed as part of the risk assessment for each department	**Additional PPE** The majority of staff in education settings will not require PPE beyond what they would normally need for their work. PPE is only needed in a very small number of cases, including: • where an individual child or young person becomes ill with coronavirus (COVID-19) symptoms while at the college and only then if a distance of 2 metres cannot be maintained • where a child or young person already has routine intimate care needs that involves the use of PPE, in which case the same PPE should continue to be used.	Ongoing and to be reviewed April 2021.

Hall hire			
Hall hire	Hall hire is only authorised once all covid related precautions for that type of activity have been completed or agreed to.	Before any hire agreements are approved the organiser must have approval from the H&S manager after submitting: • Risk assessment • Hire agreement specifying covid related precautions • Safety briefing all participants/attendees/church members will receive • Face coverings information applicable to each • Social distance assurance • Supervision arrangements to ensure all measures are adhered to at all times. • Any groups hiring the facilities must refer to relevant government guidance or their own associations and national governing body for guidance on running the club or event following the COVID-19 guidelines. • The college will ask any hiring organisation to provide evidence of their risk assessment. • Review existing lettings/hire agreements and amend or supplement as necessary to include specifics of what the college will do and what the hirers are responsible for (e.g. cleaning, sharing equipment, hand washing or sanitiser, what happens if anyone shows symptoms or tests positive to COVID-19, etc.).	Ongoing and to be reviewed April 2021.
Educational visits			
	Educational visits are part of the curriculum	International educational visits are currently suspended. Due to issues with availability of public transports and the need to	Ongoing and to be reviewed

		keep social distancing at all times including travelling to and from, all educational trips/visits are currently discouraged.	April 2021.

Tier 4 restrictions/ lockdowns			
At times, London might be subject to tier 4 restrictions or national lockdown	Unable to conduct lessons at the college.	On each circumstance, the College will abide by guidance issued by the Government including the provision of teaching for vulnerable students. In addition: We will continue to facilitate student's assessments at the site, on a case by case basis where it is not possible to do it online. All exams/assessments will be conducted in appropriate rooms which allow for social distancing and all will be wearing face coverings at all times. Some teachers will also come to the college to deliver lessons online from the classroom rather than their home. They will obey all covid measures whilst at the college and complete as much work as possible at home. Staff who are classed as extremely clinically vulnerable or those who are over 28 weeks pregnant will only be allowed to work from home.	Ongoing and to be reviewed April 2021.
Rapid Covid testing at the College			
Contact between subjects increasing the risk of transmission of COVID19	Transmission of the virus leading to ill health or potential death	• Asymptomatic: All subjects are to be advised in advance not to attend if they have any symptoms of COVID 19, or live with someone who is showing symptoms of COVID 19 (including a fever and/or new persistent cough) or if they have returned within 14 days from a part of the world affected by the virus or have been in close contact with someone who is displaying symptoms. • Face masks: Prominent signage reminding attending	Ongoing and to be reviewed April 2021.

		subjects of the above to be displayed at the entrance to the building. • Face coverings/masks to be worn by subjects at all times whilst on the premises except for brief lowering at time of swabbing. • Compliance with wearing of face covering/mask of all subjects to be visually checked on arrival by reception / security staff. • Compliance with wearing of face covering/mask of all subjects to be visually checked through building by queue managers and all other staff. • Hand hygiene: All subjects to use hand sanitiser provided on arrival • Social distancing: Two metre social distancing to be maintained between subjects with measured floor markings in place to ensure compliance in addition to verbal reminders if necessary from reception, queue management & sampling staff. • Cleaning: Regular cleaning of the site including wipe down of all potential touchpoints in accordance with PHE guidance. • Limited clutter-chairs only on request; no physical handing of documents to subjects except barcodes and PCR test kits for first 200 subjects	
Contact between subjects and staff increasing the risk of transmission of COVID19 :	Transmission of the virus leading to ill health or potential death	Test subjects will be placed in booths that separate them from staff assisting with the test. No close contacts between staff/test subjects	Ongoing and to be reviewed April 2021.
Contact between sample and test centre staff increasing the	Transmission of the virus leading to ill health or potential death	All test centre staff will receive the necessary training and PPE to minimise the risk. Team Leaders will also be appointed to supervise and monitor compliance.	Ongoing and to be reviewed

			April 2021.
Incorrect result communication	Possible positive case not being correctly identified and isolated	All test centre staff will receive the necessary training to minimise the risk. Team Leaders will also be appointed to supervise and monitor compliance. Also: • 2 identical barcodes are provided to subject at check in • The subject registers their details to a unique ID barcode before conducting the test • Barcodes are attached by trained staff at the sample collection bay Barcodes are checked for congruence at the analysis station 1 and applied to Lateral Flow Device at this station	Ongoing and to be reviewed April 2021.
Damaged barcode, lost LFD, failed scan of barcode	Orphaned record on registration portal & No result communicated to individual	• Rule based recall of subjects who have not received a result within 1 hrs of registration • Subjects are called for a retest	Ongoing and to be reviewed April 2021.
Extraction solution which comes with the lab test kit contains the following components: NA2HPO4 (disodium hydrogen phosphate), NaH2PO4 (sodium phosphate monobasic), NaCl (Sodium Chloride	These components do not have any hazard labels associated with them, and the manufacturer states that there are no hazards anticipated under conditions of use as described in other product literature. This is the case for exposure to: eye, skin, inhalation, ingestion, chronic toxicity, reproductive and developmental toxicity, carcinogenicity, and medical conditions aggravated by exposure.	• PPE: nitrile gloves which meet the Regulation (EU) 2016/425 to be used at all times when handling the extraction solution. Safety glasses with side shields which are tested and approved under appropriate government standards to be worn at all times when handling the extraction solution. Impervious clothing to be worn to protect the body from splashes or spillages. • Environmental: do not let product enter drains • Spillages: wipe surfaces which the solution has been spilt on and dispose of cleaning material in line with the lab's waste disposal procedures • Do not use if the solution has expired • Training to be provided in handling potentially biohazardous samples, chemicals and good lab practice. Adhere to guidelines in	Ongoing and to be reviewed April 2021.

		these training procedures to prevent improper handling. •　　Follow procedures on the MSDS form provided by Innova to mitigate against inhalation, skin contact or ingestion of these chemicals.	

Completed by Ruth Arrola, Health and Safety Advisor on the 04/01/21