



Covid-19 Resilience Commitment

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:



**HIGH
TEMPERATURE**



**CHANGE OR LOSS OF SENSE
OF SMELL AND/OR TASTE**



**A NEW, CONTINUOUS
COUGH**

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

Covid-19 Resilience Commitment

This document lays out Newman University's commitment to resilience 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 whole Newman community, as well as our families and friends.

We will:

- **Prioritise safety and wellbeing**
- **Take all reasonable steps to prevent and control outbreaks of COVID-19 at Newman**
- **Continue to deliver high quality teaching, research and professional support 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 guidance**
- **Take responsibility for our community both inside and outside the University and in doing so, contribute to the safety of our region and the safeguarding of our NHS resources.**
- **Continue to all be aware of take responsibility in adhering to our existing staff and student regulations, policy and procedures.**
- **Update, review and reissue 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 Secure' and stay well.



Jackie Dunne
Vice-Chancellor



Christian Black
President Students' Union

Newman staff and students are expected to

1: Assume personal responsibility to safeguard the whole Newman community

Newman is committed to the safety and wellbeing of everyone within the University community as well as contributing to broader efforts within the community 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 our departmental structures and institutional 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 Newman. When considering potential impacts of risk arising from any activities, any queries should be raised in the first instance by staff with line managers and by students with their course teams in their Faculty. There will not always be a consensus but we will move forward co-operately in the best interest of the organisation and the community it serves.

Protection of vulnerable individuals:

In putting safety and wellbeing as our top priority, Newman 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 university, rules which follow Government guidelines and have been developed to protect your health and wellbeing whilst on campus.

www.newman.ac.uk/intranet/knowledge-base/transition-planning-team

Face Coverings and other PPE

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

Face Coverings: The University's current position is that all persons who come onto campus are required to wear a face covering outside of a teaching situation – this is while walking around campus 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.

Continued observation of hand washing:

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

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 campus 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, Newman requires more stringent measures to remain in place. These are:

- **Outdoors, no less than 2m when not wearing a face covering**
- **Indoors, face covering are required unless seating at a desk (respecting exemptions) and socially distanced by at least 2m**
- **The only exception that allows for less than 2m social distancing and no face covering is when one is within a social bubble in accommodation for on-campus students. Special rules and PPE will apply in some areas**
- **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, Newman 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 Newman-specific requirements deemed necessary to ensure the safety of the broader Newman community. In the event of non-compliance, Newman reserves the right to refuse entry to its campus.

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 buildings and wider campus 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:

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

Commitment to redesign learning spaces:

With social distancing a primary consideration, Newman is redefining and reconfiguring its learning spaces to ensure that risks to staff and students are managed appropriately. This will entail the repurposing of some larger spaces for smaller group use and increased use of blended delivery of teaching, even for those students on campus.

Reorganisation of accommodation provision:

In managing the return to campus and the need to preserve spare capacity as contingency for quarantine and isolation, we will ensure equality of opportunity for all. The provision of Newman accommodation will be tailored to the needs of the whole community allowing for social distancing and maintenance of social bubbles.

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 responsibility for our own health and wellbeing and that of friends and colleagues.

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 campus 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 University's ongoing commitment to equality and diversity.

**Rescheduling and shift-based approach to all facilities:**

In order to control the number of people and classes on campus at any one time, flexibility will be required in both working and studying timetables. With extended opening hours and the need to repeat sessions due to group sizes, Newman will see activity taking place outside of what were previously considered normal working hours. This will require patience, understanding and flexibility from everyone. Workload will be distributed fairly, but it may be the case that job descriptions and roles are temporarily modified or relaxed for the good of all.

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

Visitors to Newman will be expected to follow our protocols and they are likely to have their own protocols in which we must also professionally engage in. 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 Newman'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.

Managed return to campus:

Individual Managers have overseen the Health and Safety of their teams, and the return of those teams back to the workplace. If staff have questions about return to work, these should be addressed through their line managers. Students should contact their academic lead, if they have queries about their learning.

Student FAQs

www.newman.ac.uk/intranet/knowledge-base/transition-back-to-campus-your-questions-answered

SU Advice

www.newmansu.org/store/c4/Advice.html

Staff FAQs

www.newman.ac.uk/intranet/knowledge-base/transition-back-to-campus-your-questions-answered-2

Faculty of Arts, Society And Professional Studies (FASPS): fasps@newman.ac.uk

Faculty of Education (FEEd.): fed@newman.ac.uk

Provision of quality blended learning and teaching options:

Newman 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.

Phased, flexible and altered timetabling:

In keeping with the need to control the number of people on campuses, the flow of people through facilities, social distancing and defined group sizes, there are planned changes to teaching timetables that will affect both students and staff. These relate to access to physical teaching spaces as well as aspects of blended synchronous and asynchronous delivery. Compromise and flexibility will be required by all involved in our teaching programmes in order to fulfil our commitment to safety as well as delivery of high-quality teaching.

Working remotely and/or on campus:

Key to Newman's approach since the onset of the pandemic has been the commitment to ensuring that those who can work remotely do so. The lifting of national restrictions and the encouragement to return to the workplace allows for greater flexibility, but it will be necessary for remote working to continue for some and this will be at the discretion of line managers in line with individual roles. In some instances, there may be an absolute need for presence on campus; this too will be at the discretion of line managers, subject to any individual vulnerabilities, shielding or special circumstances. Care will be taken to ensure an appropriate balance is struck between individual needs and operational requirements to thrive in our commitment to provide all students with a high-quality education.

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

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 facilities, to campus and institutional shut-down. 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 Newman and respect of the diversity of our community and seek to avoid tensions, anger and confrontation as well as stigmatisation.

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:

Newman 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 Newman community.

Control:

Newman, working with Public Health England, and other relevant bodies, will seek to control any outbreaks of COVID-19 that may occur on campus. This will include, but is not limited to, requiring enhanced hygiene measures and self-isolation, quarantining of groups of people resident on campus, restricting access to, or closure of, specific facilities and partial or total closure of the campus.

Furthermore, should preventative measures be available, such as vaccines against the coronavirus, Newman has an expectation that, as far as is possible, all members of the community will engage in any preventative programme. To protect the Newman community against other infectious disease outbreaks this winter, Newman will vigorously promote flu jabs and meningitis vaccinations, where appropriate.

