



## **Carlisle United Covid Operations Policy**

### **Introduction**

The Club regards good health & safety practice as a vital part of its business. It is therefore the Club's policy for management and employees at all levels to do all that is reasonably practicable to attain the highest level of CV19 health & safety.

Our aim is to prevent injury, transmission and protect from any foreseeable harm all Staff, Contractors who work or visit any premises under the control of the Club or Academy and members of the general public who attend and visit the Stadium or Academy, (fans, parents, brothers and sisters), who come into contact with the Club and any of its activities. The Club is committed to continual improvement in health & safety performance, in line with our overall Club H&S policy.

The risk of CV19 virus is a new risk that emerged in early 2020 and has a profound effect on the Club, Football, UK and the wider world. This has continued into 2021.

In response we have established this overall Club Covid Policy ("CCP") for the Club.

A part of the CCP we will implement robust operational plans to meet obligations, demonstrating risk assessment and mitigation.

### **Policy elements**

An element of our Step 4 Operational Plan is this Covid-19 Operational Policy ("COP") specifically for football operations as required by EFL regulations. The Step 4 Operational Plan includes:

- Formal interdisciplinary risk assessment of the training ground environment with specific regard to:
  - Optimisation of space at Step 4
  - Hygiene measures
- Framework for education and familiarisation of all players and staff with COP and CCP - provide training, information and supervision to enable employees to perform their work safely and efficiently in the context of CV19
- Guide by which Player and Staff can opt out of the COP
- Strategies to identify, support and manage Players and Staff with increased personal vulnerabilities
- Steps to:
  - consult with Players and Staff on matters concerning CV19 health and safety
  - communicate the contents of this COP to every member of staff and player
- Making the necessary personnel and financial resources available to implement this COP



Players and staff have a duty to co-operate with the management by:

- Working safely and efficiently not endangering their own or others safety
- Using PPE provided and by meeting statutory obligations
- Reporting incidents that have led or may lead to injury or damage.
- Reporting of defective equipment and unsafe situations
- Adhering to work practice procedures, jointly agreed on their behalf, for securing a safe workplace
- Assisting in the investigation of incidents with the object of introducing measures to prevent a recurrence
- Agreeing to adhere to this COP and the CCP

### Review

The COP will be kept up to date, particularly as the Club changes in nature and size. To ensure this, the COP, and the way it is implemented, will be reassessed on an ongoing basis and reviewed annual basis will be as follows:

- Agreed by the Chief Executive
- The 1921 Board will:
  - appoint Designated Covid Officer (DCO) and Designated Covid Medical Officer (DMO)
  - establish a defined job role for the DCO and DMO approved by the 1921 board
  - include CV19 this as an agenda item and will therefore form part of the Board Report
  - conduct an annual review of the CCP as part of the annual Health & Safety audit
  - submit the COP to the EFL
  - update as required by EFL
- The Holdings Board will ensure the 1921 Board undertakes its role as stated
- Health & Safety CV19 issues will be considered as agenda items and discussed at the:
  - weekly Heads of Departments Meeting
  - Academy Management Team meeting and Technical Board meetings
  - Amend the COP as required

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Signed		Nigel Clibbens Chief Executive