



Carlisle United Covid Policy

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.

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

- Maintain social distancing measures
- Where people cannot be socially distanced, manage transmission risk by:
 - Implementing robust operational plans to meet obligations
 - demonstrating risk assessment and
 - mitigation

In respect of CV19, the Club's management has a responsibility to:

- Provide and maintain a safe place and systems of work, without risk to health and safety, as far as reasonably practicable taking into account any statutory requirements considering Government CV19 and EFL CV19 guidance
- Ensure that all procedures/processes, which may involve CV19 hazards, are covered by suitable Risk Assessments. The findings of the Risk Assessments are to be updated as necessary and employees informed of their contents
- Provide training, information and supervision to enable employees to perform their work safely and efficiently in the context of CV19
- Make available all necessary PPE to ensure safe working conditions and to supervise its use
- Consult with employees or their elected representatives on matters concerning CV19 health and safety
- Ensure that the same standard of CV19 health and safety is provided to other persons who may be affected by our undertaking
- Communicate the contents of this CCP to our staff
- Establish a specific detailed Covid Operational Policy ("COP") specifically for football operations as required by EFL regulations
- Make the necessary personnel and financial resources available to implement this CCP



Employees 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 the COP and CCP

The CCP will be kept up to date, particularly as the Club changes in nature and size. To ensure this, the CCP, and the way it is implemented, will be reviewed on an annual basis, and a framework of communication, to assist, will be as follows:

- 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
- 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

Signed

Date:

Chief Executive Officer
July 2020