



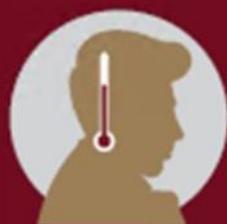
Covid-19 Resilience Commitment

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, STAY AT HOME AND TAKE A PCR TEST

Covid-19 Resilience Commitment

This document applies to Newman University from 13th December 2021 and has been updated in the light of the government announcement on 9th December of the introduction of 'Plan B' and in accordance with the updated government '[Higher Education: Operational Guidance](#)'. The government briefing confirmed that infection rates are already rising rapidly. The pandemic is not over and everyone must proceed in a cautious way. Newman University remains committed to resilience in the face of the COVID-19 pandemic.

In line with many other organisations and businesses, Newman University has certain requirements in place on campus, in order to keep everyone safe and to enable more vulnerable members of the Newman community to participate in their study or work in a safe way. This document itemises the expectations placed on all of us, 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
- Remain aware of government guidance and proceed with caution
- Take responsibility for our community both inside and outside the University and in doing so, contribute to the safety of our region and safeguarding of our NHS resources.
- Continue to take responsibility in adhering to our existing staff and student regulations, policy and procedures.
- Update, review and re-issue this document to take into account rapid changes to positions due to changes in circumstances.

We ask each of you to join us in this commitment to protect each other. Be 'Covid Secure' and stay well.



Jackie Dunne
Vice-Chancellor



Alex Reston
President Students' Union

www.newman.ac.uk/coronavirus-covid-19

Newman staff and students are expected to:

1: Assume personal responsibility and commit 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.

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, in the first instance, staff should raise any queries with their line managers and students should raise any queries with their course teams in their Faculty. There will not always be a consensus but we will move forward cooperatively 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.

2: Implement individual health and safety practices 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.

Face Coverings:

1. People on the Newman University campus are expected to wear a face covering around people indoors and to keep 1 metre or more away from other people where possible. The exceptions are if you are eating or drinking, if you are in your own University accommodation or if you are exempt according to government criteria. Please do not be offended if you are asked why you are not wearing a face covering.
2. If you are unable to keep further apart than 1 metre, you must wear face coverings or keep behind a protective screen.

3. Staff are expected to wear a transparent face covering* in teaching sessions, unless exempt, to enable clear, inclusive communication to all. The University will provide these (speak to your Faculty).
4. Everyone needs to be mindful of the needs of others and be prepared to make reasonable individual adjustments that may be important for or requested by others. This might involve giving someone more space, wearing a face covering to make someone else feel safer, using a transparent face covering*, or temporarily removing your face covering in order to aid communication.
5. Everyone needs to be mindful of the needs of others and be prepared to make reasonable individual adjustments that may be important for or requested by others. This might involve giving someone more space, wearing a face covering to make someone else feel safer, using a transparent face covering*, or temporarily removing your face covering in order to aid communication.

* N.B. Safety-wise the most effective face coverings are well-fitted, and prevent the dispersal of airborne particles, meaning a face-mask with a clear panel is the safest option. However, a full face visor / shield is acceptable in these circumstances as they are often considered to be more helpful to aid clear communication.

PPE Standard 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. 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.

Being exempt from wearing a face covering on campus

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. Some individuals may wish to carry something (a sunflower lanyard or exemption card) to show others they are not able to wear a face covering, however this is up to the individual and is not required.

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 this such as social distancing, Perspex screens and some one-way areas.

In order to promote the safety of all and the provision of on campus teaching and services for students, the campus is applying a '1 metre plus' approach. This means that you should keep 1 metre or more away from other people where possible and if you are unable to keep further apart than 1 metre, you must wear face coverings or keep behind a protective screen.

Everyone needs to behave responsibly in relation to work and study area set-up. Special rules and PPE will apply in some areas.

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. Thorough hand-washing is more effective than using hand-sanitiser and therefore regular hand-washing is expected and encouraged.

Compliance with quarantine requirements and self-isolation where required.

In the face of the presence of active infection, increased contact with infected people and the risks of some forms of travel, the University requires Newman staff and students to comply with national requirements on quarantine and self-isolation. 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: Follow 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.

Commitment to redesign learning spaces

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.

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 everyone is treated the same, as people have different needs, but it does mean everyone is treated fairly. 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 with which we will need to professionally engage. 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 and 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 throughout the summer and autumn of 2021, the return of those teams back to the workplace. With the introduction of 'Plan B', individual managers will oversee arrangements for staff to work on campus or remotely from 13th December 2021 in accordance with the updated government '[Higher Education: Operational Guidance](#)'. If staff have questions about their work location(s), these should be addressed through their line managers. Students should contact their course team, if they have queries about their learning.

Student FAQs

<https://www.newman.ac.uk/intranet/knowledge-base/covid-19-fags-for-students/>

SU Advice

<https://www.newmansu.org/advice.html>

Staff FAQs

<https://www.newman.ac.uk/intranet/knowledge-base/covid-19-support-for-staff-hs/>

Contact point for Faculty of Arts, Society And Professional Studies (FASPS):

fasps@newman.ac.uk

Contact Point for 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 online learning. 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

We recognise that there will be a significant period of continual re-adjustment, as we follow the government guidance. As we continue on this journey we will endeavour to retain some of the positives and good practice that have come out of this period, and post-pandemic we will also seek to retain the flexibility that existed before the pandemic. Throughout this period, we have been committed to the safety and wellbeing of our staff and students and this will continue to be a priority.

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

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 requires everyone at Newman to show understanding and cooperation, respect of our diverse community and to seek to avoid tensions, anger, confrontation and 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.

Contain

Recognising that preventing further dissemination of infection is the top priority in control, early temporary closure of facilities or isolation of individuals, even pre-emptively, 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 close contacts. 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 scientifically endorsed. 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, the University has an expectation that, as far as possible, all members of the Newman community will engage in preventative programmes including the national COVID-19 vaccination programme. To protect the Newman community against other infectious disease outbreaks this winter, Newman will vigorously promote flu jabs and meningitis vaccinations, where appropriate.