

Covid-19 Student Vulnerability levels and considerations

This document is intended for Oxford Brookes University Healthcare and Social work students and has been adapted from: Association of Local Authority Medical Advisers (ALAMA) Covid-19 Medical Risk Assessment, in collaboration with the Centre for Occupational Health and Well-being John Radcliffe Hospital. Until there is national guidance about the impact of Covid-19 vaccinations, these cannot be taken into consideration within the risk assessment and reasonable adjustment processes.
 NB:As soon as there is national agreement we will review the occupational health recommendations.

Vulnerability level	Definition	Allocation and placement considerations	Additional Student, University and placement provider considerations	Reasonable adjustments to be considered
Very High	High risk of death if infection occurs.Those who must take great care when they leave the security of their own home.	Ideally work/gain placement experience from home. If attending work/placement experience in person, the risk should not be significantly greater than the risk within their own home. Where local viral prevalence is moderate or high, take additional precautions such as ensuring a low likelihood of anyone breaching social distancing by adherence to PHE guidance. Ensure they can maintain good personal hygiene with low likelihood of contacting contaminated objects and surfaces. Keep the risk in the workplace/placement as low as reasonably practicable by redeployment or controls including PPE. For all placement allocations the placement provider should be made aware of the students risk level prior to the allocation and the placement commencing If allocation to a placement is allowed to proceed the students reasonable adjustment plan for Covid- 19 will need to be in place throughout their placement experiences and Occupational Health can provide advice in relation to this. If the student is able to commence a placement at this time an exit strategy from a placement should be agreed should the incidence of Covid-19 increase. The placement practice assessor/supervisor/educator will be informed by the student of their increased vulnerability risk level when completing the induction checklist. This also applies to all those categorised as clinically extremely vulnerable as described by the government guidelines.	The students' situation is individual and they will need to consider the Covid-19 risks and decide for themselves whether they can accept the risks, therefore a student can decide to withdraw themselves from the practice element of the programme and will need to seek support from the programme team to understand the implications of this. Until the Covid-19 situation is resolved, it is extremely likely that we will not be able to provide the placement experiences required for the professional body registration and therefore as a result it is probable that the student will need to take an amended programme of study or break in their programme. This will not normally be a sustainable approach whilst in a pre-registration student role as professional body specific learning opportunities will be required and learning outcomes/competencies/proficiencies achieved. Further information may be sought from Occupational Health to help with decision making. It should be established whether the students' situation is likely to be affected by fluctuating Covid-19 levels within the community and/or their Covid-19 vulnerability risk factors having the likelihood to improve. To inform decisions a potential placement provider may need to be consulted as to whether the students health needs and adjustments could be reasonably met. A case review approach may be of benefit when undertaking decision making. In light of the above the student will need to consider financial implications of considering options in-relation to their programme.	Where possible the student should be allocated to a remote working placement. When the COVID-19 levels within the community and the placement organisation are very low consideration should be made as to the possibility of allocating the student safely as described below in the high risk reasonable adjustment criteria, however, in addition for social distancing they will require: <ul style="list-style-type: none"> • Regular sanitisation of the area • Regular sanitisation of hands • Restricted access • Good ventilation • Social distancing • Appropriate PPE
High	High risk of becoming hospitalised and seriously ill if infection occurs.Those can leave their home to go shopping or for a walk in the park, and associate freely with other members of their household.	It is ok to attend work/gain placement experience if the risk of doing so is no greater than the risk of shopping in the local supermarket, or social distancing in the streets, parks and countryside. Keep the risk in the workplace/placement as low as reasonably practicable by redeployment or controls including PPE. Clinical work, care work and working closely with others (such as teaching, sharing a vehicle, using public transport) may be possible provided controls (e.g. screens, PPE) are effective in managing the risk. For all placement allocations the placement provider should be made aware of the students risk level prior to the allocation and the placement commencing If allocation to a placement is allowed to proceed the students reasonable adjustment plan for Covid- 19 will need to be in place throughout their placement experiences and Occupational Health can provide advice in relation to this. If the student is able to commence a placement at this time an exit strategy from a placement should be agreed should the incidence of Covid-19 increase. The placement practice assessor/supervisor/educator will be informed by the student of their increased vulnerability risk level when completing the induction checklist.	Further information may be sought from Occupational Health to help with decision making. It should be established whether the students' situation is likely to be affected by fluctuating Covid-19 levels within the community and/or their Covid-19 vulnerability risk factors having the likelihood to improve. To inform decisions a potential placement provider may need to be consulted as to whether the students health needs and adjustments could be reasonably met. A case review approach may be of benefit when undertaking decision making. In light of the above the student will need to consider financial implications of considering options in-relation to their programme.	Where possible the student should be allocated to a remote working placement. When the COVID-19 levels within the community and/or the placement organisation are very low it may be possible to place the student in an area where their learning needs can be supported and they are either: Non patient facing OR Clinically assessed individuals with no symptoms or known recent COVID-19 contact who have isolated/shielded AND have a negative SARS-CoV-2 (COVID-19) test within 72 hours of treatment + have self-isolated from the test date OR Individuals who have recovered from COVID -19 and have had at least 3 consecutive days without fever or respiratory symptoms and a negative COVID -19 test OR patients or individuals are regularly tested (and remain negative) AND when in this area the student should be provided with all as described in the low category and in addition: <ul style="list-style-type: none"> • If COVID -19 levels increase, consider if redeployment to a lower risk area or pause in practice is required, as soon as possible. In addition consider whether the students journey to the placement area increases their risk in which case pause the placement.
Moderate	Those who are much less likely to develop severe disease if infection occurs	A moderately increased risk of infection may be accepted where there are no reasonably practicable means of reducing it further e.g unable to work from home and/or no options for redeployment are available. Students can be involved in clinical work with higher hazard and risk levels, or roles where physical control or restraint is required, or where additional risk has to be accepted and can be justified however the students reasonable adjustment plan for Covid- 19 will need to be in place throughout their placement experiences. PPE should be worn as directed by PHE and local policy. The student should not be involved directly in aerosol generating procedures (AGP's) for patients who are known to be infectious or suspected of having Covid-19, leaving the area if these tasks are being performed for the duration identified at local level environmental risk assessment. It is recommended that depending upon the nature of the programme/professional roles, there should be consideration made re informing the placement provider of the students risk level prior to the allocation of the placement. The placement practice assessor/supervisor/educator will be informed by the student of their increased vulnerability risk level when completing the induction checklist.	The students' situation is individual and they will need to consider the Covid-19 risks and decide for themselves whether they can accept the risks, therefore a student can decide to withdraw themselves from the practice element of the programme and will need to seek support from the programme team to understand the implications of this. It is possible that should the community/organisational Covid-19 level significantly increase the students placement experience may be affected. It may be that the student will need to undertake an amended programme of study or break in their programme. Due to the nature of Covid-19 and its impact in the community and within organisations it may be that this happens on more than one occasion during a students placement, academic year, programme. Community Covid-19 levels are unpredictable and beyond the control of the student, the University and the placement providers. Professional body requirements will need to be considered. In light of the above the student will need to consider financial implications of considering options in relation to their programme.	All as described in the Low category and then in addition: The student can be allocated to any placement area however on every occasion where the AGP is being undertaken on suspected/ confirmed COVID-19 patients the student will need to leave the area for 20-60 minutes (depending upon the ventilation and air changes within the immediate environment) . Thus, if AGP's are likely to be a large part of the work it will not be feasible for the students learning to be sustained and the allocation would cease to be appropriate.
Low No additional/ No increase risk of additional vulnerabilities for Covid 19 have been identified using the Brookes triage google form	Those who are very unlikely to develop serious disease if infection occurs. developing serious disease if infection occurs	Risk of infection may be accepted where there are no reasonably practicable means of reducing it further. Students can be allocated to all placement areas so long as PPE and infection prevention and control measures are maintained as directed by PHE and local policy. The placement practice assessor/supervisor/educator will be informed by the student that their vulnerability level is No additional or Low additional risk and therefore should be treated as Low vulnerability risk within the placement organisation and when completing the induction checklist.	The students' situation is individual and they will need to consider the Covid-19 risks and decide for themselves whether they can accept the risks, therefore a student can decide to withdraw themselves from the practice element of the programme and will need to seek support from the programme team to understand the implications of this. There is a chance that a student's placements and programme may be affected by a rising/or fluctuating community Covid-19 level and Placement organisations level of COVID-19 and in light of this they should also consider the financial implications of this. The placement practice assessor/supervisor/educator will be informed by the student of their vulnerability risk level when completing the induction checklist.	The student can be allocated to any placement area where their learning needs can be supported. <ul style="list-style-type: none"> • Maintain >2m distance from the patient & colleagues whenever possible includes team meetings and rest areas (safe breaks - consider how to minimise risks and take a break in a different environment if the break room is at capacity) • Whether public transport / rush hour can be avoided through adjustments to work hours. • Patients to wear mask for student interactions • Asking that only patient is in attendance for home visits/outreach where possible • Ensure surgical mask use for all student interactions with patients, colleagues or specimens • Check PPE fit provision and use especially doffing • Limit duration of close interaction with patient (e.g. prepare everything in advance away from patient) • Ensure hand washing facilities and cleaning materials at all shared workplaces e.g. computers / phone stations • Ensure all colleagues are aware of symptoms and signs of COVID, self-isolation guidance & provisions for testing