

<b>Title</b>	Coronavirus Policy Statement - COVID-19
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## Document History

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### 1 Introduction

Xaar PLC is committed to ensuring the health, safety and welfare of all employees. This policy describes the measures we have put in place to protect you from the risks of the coronavirus (**COVID-19**) outbreak and the duties that fall upon us.

### 2 Infection control

All employees must follow the guidelines promoted by Public Health England, the NHS and the World Health Organisation on infection control whilst at work and in their daily lives. This includes:

- Regularly cleaning your hands, for at least 20 seconds, using hand sanitiser rub or soap and water;
- When coughing and sneezing, covering your mouth and nose with a flexed elbow or tissue, throwing this tissue away immediately and washing your hands; and
- Avoiding close contact with anyone who has a fever and cough.

Notices promoting infection control best practice are being displayed throughout the workplace. Xaar will ensure that adequate stocks of soap and hand sanitiser solutions are available in the workplace.

### 3 Business travel and attending work

On 23 March 2020, the government announced more stringent measures on travel and social distancing. With regards to work, the guidance stated that individuals could continue to travel to and from work, but only where this work absolutely could not be done from home.

This guidance was updated on 01/01/22, to the extent that is applicable to the workplace, that those who cannot work from home should be encouraged to come into work if it is safe to do so, so long as the workplace was not one of the listed businesses restricted from remaining open at this time.

Currently, our business is not listed as one that has been ordered to close. As a result, we will remain open, but where employees are able to work from home they must do so wherever possible. If it is not possible to work from home, you should attend work at this current time. However, other government measures, such as the two-metre social distancing rule, should be observed at all times.

The government has issued updated sector-specific guidance on how to make workplaces safe in the current pandemic, which we will be following. If you have any specific concerns about attending work at this time, please contact your line manager immediately. We will of course keep this under review and update our advice on receipt of any further clarification or guidance from the government.

International travel is permitted from and into England, including for leisure purposes, although quarantine and other requirements on arrival/return may apply depending on the individual traveller's vaccination status, and whether the individual has been in or through a country on the Government's 'red' list in the 10 days prior to their arrival in England, (The red list countries are those the Government considers represent a high risk in relation to Covid-19 based on a range of factors, including vaccination numbers, infection rates and prevalence of variants. It is kept under constant review and it is possible for countries to be moved on and off the red list at short notice.)

### 4 If you contract the virus

You should take medical advice as to the length of your absence and the measures required to prevent the spread of the virus. Our normal sickness absence procedures will apply, and you should keep us updated as to your availability to attend work.

Our normal procedure requires you to provide a fit note after seven days of absence, in the current pandemic we have extended this requirement to after fourteen days. During your absence, you will be entitled to SSP / Company Sick Pay in line with the usual qualifying criteria. Again, we will review evidential and sick pay requirements in line with any changes the government may make in this regard.

### 5 Self-isolation

The most common symptoms of coronavirus are:

- recent onset of a new continuous cough and/or
- a high temperature, and/or
- loss of sense of taste or smell.

If you have these symptoms, however mild, stay at home and self-isolate for at least seven days. You should arrange to be tested for Covid-19.

If your symptoms worsen during home isolation or are no better after seven days, contact NHS 111 online. If you have no internet access, you should call NHS 111. For a medical emergency, dial 999.

If you are self-isolating because you have these symptoms, this absence will count as sick leave and our normal sickness absence procedure will apply. During any absence, you will be entitled to statutory sick pay / company Sick Pay in line with the usual qualifying criteria. We will be reviewing this regularly in order to take into account any updated guidance from the government.

If someone in your household tests positive for Covid-19, or you meet someone who subsequently tests positive for Covid-19, then you should stay at home and self-isolate for fourteen days.

If you are self-isolating for fourteen days because you live with someone who is showing COVID-19 symptoms but are not ill, this absence will count as sick leave and our normal sickness absence procedure will apply. During any absence, you will be entitled to statutory sick pay (SSP) / company Sick Pay in line with the usual qualifying criteria. As an alternative, we can consider whether it is possible for you to work from home.

Previously, the standard self-isolation period for an individual in England who tests positive for Covid-19 is 10 full days starting from the day after their symptoms began or, if they do not have symptoms, the day they took their test (whether that is an LFD or a PCR test). However, the individual can end their self-isolation after 7 days if they receive negative results in two consecutive LFD tests and they do not have a high temperature. The first LFD test can be taken at any time from the sixth day of the individual's self-isolation period and the second must be taken at least 24 hours later. (If the individual receives a positive result in the first LFD test, they must wait at least 24 hours before trying again.)

From 17/01/22, however, the individual will be able to take the first of these two LFD tests on day five, with the second test to be taken on the morning of day six. Provided both tests are negative, the individual will be permitted to stop self-isolating "at the start of day six".

If you are shielding in accordance with the government's guidance and you have a letter from a medical practitioner advising that you are extremely vulnerable, then this absence can count as sick leave and our normal sickness absence procedure will apply. During any absence, you will be entitled to statutory sick pay (SSP) / company Sick Pay in line with the usual qualifying criteria. **Homeworking**

Given the current situation, a period of homeworking may be necessary. However, for this to be a possible option, your role must be suitable for homeworking. There are certain roles which can only be carried out from within the work environment, and in those circumstances, homeworking may not be possible.

Each request or requirement for homeworking will be considered on its merits and any final decision in that regard rests with your line manager. If you disagree with any decision to deny you homeworking, please speak to your line manager in the first instance to discuss the reasons.

An individual who is self-isolating because someone in their household has symptoms/has tested positive is advised to get a PCR test as soon as possible within their 10 day self-isolation period, whether or not they develop symptoms. If the individual's test result is positive, they will have to start their self-isolation period afresh and follow the advice for people who have tested positive for Covid-19 (see above).

This means their total self-isolation period could be longer than 10 days (or potentially slightly shorter, for example if they take their PCR test on day 2 of their initial self-isolation period and get a positive result back within 24 hours, but then take LFD tests on days 6 and 7 of the restarted self-isolation period and receive negative results in those tests).

If the individual is isolating because someone in their household has tested positive, and their own test result is negative, they must still complete their 10 day self-isolation period.

(Note that, notwithstanding the general advice for individuals who are required to self-isolate as contacts to take a PCR test, individuals who have previously received a positive PCR test result within the past 90 days are advised not to take another PCR test unless they develop symptoms of Covid-19.)

## 6 Emergency dependant leave

If you are unable to attend work due to the need to arrange care for a dependant (for example, if your child's school or nursery is closed), our usual emergency time off for family leave / absence policy will apply.

[XA-003436-TE](#) Parental Leave Request Form

[XA-003445-TE](#) Special Leave and Return to Work Form

[XA-003460-PR](#) Xaar Family Leave Policy

[XA-008733-PR](#) Xaar Absence Policy

[XA-022629-RD](#) Paternity Leave Form (SC3)

[XA-031864-PU](#) Xaar Annual Leave Policy

As a reminder, you are permitted unpaid emergency leave to make alternative care arrangements, rather than to actually take care of the dependant. As such, any period of emergency leave is normally fairly short in duration (24 to 48 hours for example), although each instance will be judged on a case-by-case basis.

If care is required beyond that, we may agree with you a period of homeworking – depending on whether that fits in with your role and the needs of the dependant – or a period of annual leave. Alternatively, we may grant unpaid leave for this time off.

## **7 Sending you home or requiring you not to attend work**

There may be circumstances where it is necessary to send you home from work or request that you do not attend your workplace (for example, if we are concerned that you may have been exposed to the virus). If this is necessary, full pay will be granted for any period of leave or we may agree that you take some annual leave.

Please note that if you asked not to come to work on the basis that you are required to self-isolate in accordance with government guidance, as referred to above, and you are unable to work from home, your absence will be treated as sick leave.

[XA-008733-PR](#) Xaar Absence Policy

If you become unwell during this time or are advised to self-isolate in accordance with the “Self-isolation” section referred to above, you should follow government guidance on the next steps and follow our usual absence reporting procedure. You would then be treated as on sick leave and would be paid in accordance with our absence policy.