Easing of Lockdown Restrictions:
A short summary

Date: 26 June 2020
Introduction

On the 23 June, Prime Minister Boris Johnson set out further changes to lockdown measures in England to enable people to see more of their friends and family, help businesses get back on their feet and get people back in their jobs.

From Saturday 4th July, the Prime Minister has announced that pubs, restaurants and hairdressers will be able to reopen, providing they adhere to COVID Secure guidelines.

From the same date, he has set out that two households will be able to meet up in any setting with social distancing measures, and that people can now enjoy staycations in England with the reopening of accommodation sites.

Although there has been much attention on social distancing changes with a reduction from 2m to 1m, the truth is that people should continue to stay 2m apart or ‘1m plus’ – which is one metre plus mitigations. Examples of the mitigations have been set out in Government guidance and are included in this document.

For BPF members, we understand that many of you have been implementing innovative measures to keep your staff safe while continuing production and are happy to maintain these strategies until lockdown is finally over. However, for the 4 July relaxing of lockdown measures we have summarised some of government’s advice that will be most relevant to you and your staff.

Source: Coronavirus outbreak FAQs: what you can and can’t do until 4 July
**Who is allowed to go to work?**
The government has not required manufacturing businesses to close. In fact, they have insisted that it is important for business to carry on.

People who can work from home should continue to do so. Employers should decide, in consultation with their employees, whether it is viable for them to continue working from home. Where it is decided that workers should come into their place of work then this will need to be reflected in the business’s risk assessment and actions taken to manage the risks of transmission in line with guidance.

Where work can only be done in the workplace, we have set out tailored guidelines for employers to help protect their workforce and customers from coronavirus while still continuing to trade or getting their business back up and running. *Government’s COVID-19 Secure guidelines*, developed in consultation with businesses and trades unions, were published on 11 May 2020.

This guidance is being updated to ensure it covers all the premises able to reopen from 4 July.

**What does the review of 2m mean in practice?**
From 4 July, people should either stay 2m apart or ‘1m plus’ – which is one metre plus mitigations. These mitigations will depend on the workplace or setting. For example, on public transport, people must wear a face covering, as it is not always possible to stay 2m apart.

In other spaces, mitigations could include installing screens, making sure people face away from each other, putting up handwashing facilities, minimising the amount of time you spend with people outside your household or bubble, and being outdoors.

Mitigating actions include:
- further increasing the frequency of hand washing and surface cleaning
- keeping the activity time involved as short as possible
- using screens or barriers to separate people from each other
- using back-to-back or side-to-side working (rather than face-to-face) whenever possible.
- reducing the number of people each person has contact with by using ‘fixed teams or partnering’ (so each person works with only a few others).
How will health and safety regulations be enforced?
Where the enforcing authority, such as the Health and Safety Executive or your local authority, identifies employers who are not taking action to comply with the relevant public health legislation and guidance to control public health risks (for example, not completing a new risk assessment taking account the risk of COVID-19, or taking insufficient measures in response), they will consider a range of actions to improve control of workplace risks. This includes giving specific advice to a business, or issuing an improvement notice, which a business must respond to in a fixed time, or a prohibition notice. Failure to comply is a criminal offence, which can lead to fines or imprisonment for up to two years, giving the COVID-secure guidelines indirect legal enforceability.

My employer is asking me to come to work but I’m scared.
Employers and staff should discuss and agree working arrangements.

Employers should make all efforts to help people to work from home where they can. But where work cannot be done at home, employers should take clear, practical steps to help protect workers and create safe places to work, such as by shifting working or staggering processes and by following the COVID-19 Secure guidelines. To identify the precautions needed to manage risk, your employer should discuss the workplace risk assessment with you to identify the practical ways of managing those risks.

Health and Safety Executive can take a range of action against employers not taking all practical steps to promote social distancing, including where appropriate requiring your employer to take additional steps.