

## Message from the Chief Executive Althea Loderick



I want to extend my ongoing thanks to you all. The past months have been incredibly difficult for people in terms of their physical and emotional wellbeing. We want to ensure we continue to support you regardless of where you are working. I know all staff are working above and beyond the call of duty to help us continue servicing our local community.

This update has been created specifically for staff who don't have access to council IT systems so that we can keep you up-to-date on general news about Coronavirus and any issues specific to your service. Please check the staff pages on the website: [www.Newham.gov.uk/staffinfo](http://www.Newham.gov.uk/staffinfo) regularly for updates.

Thank you!

# Coronavirus (Covid-19)

## Keeping you in touch

- This is a slide-based briefing which should be cascaded to all staff through line management chains and shared / discussed with all those who are not on email at weekly or daily briefings. It is issued to Managers at least once a week on Thursday, or more frequently as required.
- It can be also be accessed on the new staff information page: [www.Newham.gov.uk/staffinfo](http://www.Newham.gov.uk/staffinfo)
- More detailed information and guidance is on the **new Covid-19 pages** on the intranet and managers should ensure all staff (who have email) are able to access it.

### **This briefing covers:**

- Latest national / regional / local figures re cases
- Latest advice and guidance
- Key messages for staff in Newham

# Tackling Racism, Inequality and Disproportionality

## OUR PLEDGES

People at the Heart  
of Everything We Do

1

### Newham as an employer

- We will do everything possible to ensure in all recruitment that there is a Black, Asian or Minority Ethnic candidate suitable for the role in order for recruitment to progress to shortlist to improve workforce diversity and delivery.
- We will ruthlessly tackle any evidenced ethnicity pay-gap in Newham and we will do more to promote Black, Asian or Minority Ethnic talent at senior levels across the organisation to ensure people are fairly rewarded for the work they do and have the opportunity to develop.
- We will consult with our colleagues about the use of the term BAME and whether it remains appropriate to use to describe minority groups so as to avoid offence.
- We will enable our staff to live our organisational values and we will put in place measures to protect against unconscious bias in order that we have a representative and inclusive workforce.

2

### Newham as a beacon of social change

- We will ensure that all new road names and planning changes recognise the history and diversity of the borough so that people do not feel alienated where they live.
- We will develop our local heritage offer to reclaim the rich, important and diverse history of all cultures and communities in Newham so people feel increasingly proud to live here.
- We will not tolerate any form of racism, islamophobia, anti-Semitism or hate-speech (whether direct, indirect or online) in order for our residents to feel safe living in Newham and we will work with our partners to stop it and challenge those who practise it.

3

### Newham as the best place for children and young people

- We will take action to inspire every child in Newham so that they have hopes, opportunities and aspirations for their future.
- We will invest in a Youth Endowment Fund that will help promote opportunity for children and young people, including from Black, Asian or Minority Ethnic backgrounds so that they have more equitable life chances.
- We will ensure young people in Newham feel safe and know there will be opportunities to develop themselves within the Borough and contribute to their local communities.

4

### Newham as a deliverer & commissioner of services

- We will make the most of our commissions and procurements to actively encourage small and medium sized organisations to work with the council so that we develop a more mixed economy of provision better tailored to local needs.
- We will require all council services, whether directly run or externally provided, to behave inclusively and provide support that recognises the diversity in Newham.
- We will use our commissioning influence and strategic partnerships to encourage good equalities practice across Newham to ensure people feel confident to access and benefit from public services regardless of their ethnicity & personal characteristics.



# Coronavirus (Covid-19)

## Keeping you in touch

There are now weekly **Covid-19 Safe Working Webinars**, details can be accessed from the news section of the intranet

In addition, two documents to help with Covid-19 Safe Working have been created by Public Health

**Covid-19 Safe Working Guide** [here](#)

**Winter Preparation Guide** [here](#)

These can also be accessed from the news section of the intranet.

# New Cabinet Members



Mayor of Newham, Rokhsana Fiaz OBE, has announced some changes to her Cabinet team.

Cllr Sarah Ruiz adds the Education portfolio to her existing role as Cabinet Member for Children's Social Care.

Cllr Carleene Lee-Phakoe joins the Cabinet for the first time, taking up the post as lead for the Brighter Futures portfolio, which aims to create more opportunities for young people to fulfil their potential.

# National lockdown the basic rules

Guidance has been updated on attendance at the workplace including guidance for employees who are **Clinically Extremely Vulnerable** or **Clinically Vulnerable**.

If as an employee you are able to effectively undertake your job role at home, then you must stay at home. For those employees who cannot work from home, workplaces will be COVID-19 secure and all required health and safety measures, including individual risk assessments and training, must be in place.

## **Employees defined as ‘Clinically Extremely Vulnerable’:**

Employees who are defined as clinically extremely vulnerable should have been contacted and confirmed they are on the ‘Shielded Patient List’.

It is important that clinically extremely vulnerable employees do not travel to their workplace and continue to work from home if they are able to do so. If an employee is unable to work from home because they provide a public-facing essential service they must stay at home and not attend their workplace.

## **Employees defined as ‘Clinically Vulnerable’:**

Employees who are defined as clinically vulnerable, can attend their place of work if all the health and safety measures are followed and it is safe for them to do so.

You can find a link to full guidance on the Intranet Homepage [here](#)

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# National lockdown the basic rules

- All pubs and restaurants must close, takeaways and deliveries can continue
- All non-essential shops, leisure centres, gyms and entertainment venues must close
- You must stay at home except for education; work that cannot be done from home; exercise; medical reasons; shopping for food and essentials, or to care for others
- You must NOT mix with other households indoors or in private gardens
- Support bubbles for people who live alone and single parents with children can continue
- Children are allowed to move between homes if their parents are separated
- Individuals can meet one person from another household in an outside public space
- Workplaces should stay open if people cannot work from home – including construction and manufacturing
- Clinically extremely vulnerable people should not go to work, even if they are unable to work from home – the definition of “clinically extremely vulnerable” is very specific and further information on this category can be found [www.gov.uk/coronavirus](http://www.gov.uk/coronavirus)

You can find the latest government info [www.gov.uk/coronavirus](http://www.gov.uk/coronavirus)



# National and local status



The number of infections recorded as of **1pm on 25 November 2020**:

- **1,538,794 cases** of coronavirus have been confirmed.
- There have been **55,838 deaths\*** in the UK. Of those **249\*** were in Newham.
- Newham has had **6,458 positive cases since the start of pandemic.**
- Public Health Newham have also created a **weekly dashboard of Covid-19 information**: <https://www.newham.gov.uk/coronavirus-covid-19/covid-dashboard/1>

*\* Where death has occurred within 28 days of positive Covid test*

# Hands. Face. Space.

- Remember the basics - **Hands. Face. Space.**
- **Staying home is key:** If you have symptoms **isolate for 10 days**. Do this until you have a negative test. If you live with someone or have had close contact with someone who has symptoms you need to **isolate for 14 days**, having your own test, unfortunately, doesn't make a difference as you may still be incubating the virus. Only if the person who had symptoms is negative can you stop isolating.
- **Stay 2m away from people you don't live with; wash your hands regularly; wear a face-covering inside and outside if you can't stay 2m from people.**
- **Ask for help when you need it:** isolating is hard, particularly when we've just started to come back into seeing people. And limiting who we see is hard. Newham's COVID-19 help line remains open 1pm-7pm, 7 days a week on 0207 473 9711 (1-7pm, 7 days a week).

# Social distancing reminder

- With the number of **new Covid-19 cases on the rise both in Newham and nationally**, it is vital **that everyone that does access our offices or other work sites follows all of Newham's workforce social distancing protocols.**
- Staff are to maintain the **2 metre distancing rule at all times** (wherever practically possible) when working in any Council building.
- We have **increased cleaning regimes & improved access to sanitisers & wipes**: please use these to minimise the risk of infection.
- **Only one person is allowed in a lift at any one time** – enclosed spaces increase the risk of infection.
- **Staff are to use stairs to go down & elevators to go up** floors (unless they cannot use stairs).
- Some of **desks have been closed off to enable staff to maintain social distancing**, Only use desks identified as being available to use.
- Any **one-way building circulation advice and meeting room capacities should be strictly followed.**
- You should make **increased use of the hand sanitisers and desk wipes that have been made available at our open sites.**
- **Strictly follow any advice on face coverings or personal protective equipment that you have been issued with** in relation to your particular role.

# Testing

- If you have symptoms, stay home for 10 days and to try and get a test if you can.
- If you are worried about your symptoms **please call NHS 111 or your GP.**
- The walkthrough test site in East Ham is currently seeing high demand so **you should not attend without a booked test** (as you may not be able to get a test as a walk-up).
- If you live with someone who has symptoms you **need to stay home for 14 days.**
- If you have been in close contact with someone who has received a positive test or has symptoms, **stay home for 14 days.**
- If you develop symptoms during isolation, **try to get a test and stay home.**
- Please **do not get tested if you have no symptoms.**
- The new NHS Test and Trace App is an additional tool that you can use to help keep yourself safe and stop the spread of the virus. [www.newham.gov.uk/testandtrace](http://www.newham.gov.uk/testandtrace)
- **Health and social care COVID-19 priority testing is available.**
- NHS and Social Care staff and members of their household can access priority testing if they have symptoms via the NEL Portal: <https://nhscovidtestlondon.onk2.com> or by calling 0191 691 3656.