



Visitor Economy Guidance – Checklist for tourism and hospitality businesses

You may not need all of the following – and there may be other elements of your particular business to consider – but we hope you find this useful to refer to, alongside the full <u>guidance</u>. We expect that this document will be updated over time. This version is up to date as of 29 June 2020.

Plans should be reviewed regularly, and must offer a careful approach to re-opening. Organisations should also focus on creating adaptable solutions that can be paused or rapidly reversed in the event of further COVID-19 outbreaks.

A <u>quick links</u> list can be found at the end of this checklist. It includes Welsh Government and also sector specific third party links.

Working within <u>public health regulations and guidelines</u>		
Check the relevant restrictions and regulations and ensure you can re-open.		
Consider any notice periods or other arrangements required for furloughed or redeployed staff to return to work.		
Review the latest government guidance regarding health, physical and social distancing and hand washing and respiratory hygiene.		
Carry out an appropriate <u>COVID-19 risk assessment</u> in accordance with current <u>Welsh Government</u> <u>legislation and guidance</u> . Use the guidance to inform your decisions and control measures. Consult with unions and/or workers. You must write down your risk assessment if you have more than 5 employees.		
Use the <u>UKH Cymru guidance</u> in conjunction with other sector-specific reference resources. Industry bodies may also be able to provide examples or templates to enable you to carry out an appropriate risk assessment.		
For self-catering, refer to the <u>Wales Tourism Alliance</u> guidance.		
Minimise the need for work related journeys and face-to-face contact. Consider the age profile of your workforce.		
Consider the minimum safe level of staffing – for example to maintain the specific COVID-19 protocols and operate in the event of a staff member/volunteer becoming unwell, or needing to isolate repeatedly. Think how this may determine visitor capacity on site. Think what arrangements need to be in place in the event of someone becoming unwell whilst on the premises.		
Contact your Local Authority for advice to support your risk assessment. Council officers can provide templates, guidance notes and checklists.		
Consider the rights of those with protected characteristics and how they can continue to safely access your venue/services.		
Consider how you will continue to comply with Welsh language duties when implementing any changes in your activities/services.		
Share the results of your risk assessment with your workforce. Consider publishing results on your website, a dedicated employee website or employee communications portal (expect all employers with 50+ workers to do so).		

Planning and preparing workplaces/venues/buildings for reopening Carry out statutory health and safety buildings checks prior to reopening for staff or visitors e.g. legionella, water temperature, gas and electrical testing. Implement revised and enhanced cleaning regimes. Identify any physical interventions required in order to implement the measures. Security and emergency preparedness Consider the security implications of any changes you make to your ways of working. Do not remove any security features without considering protective security in the round. Ensure any COVID-19 adaptations support your emergency preparedness e.g. your fire alarm muster stations, access for emergency response teams, dealing with violent or aggressive people and other life threatening situations. Check that trained first -aiders are still willing to undertake these roles. Update any first aid training to include COVID-19 protocols. **Test, Trace, Protect - Health** Refer to the Welsh Government guidance on employers' responsibilities to help with COVID-19 testing and contact tracing. The Test, Trace, Protect strategy exists to enhance health surveillance in the community, undertake effective and extensive contact tracing, and support people to self-isolate where required to do so. Contact tracing is an important part of Test, Trace, Protect strategy which will help us live and work alongside the virus while research continues to find more effective treatments and a vaccine. There is a Contact Tracing question and answer document published by Welsh Government to refer to alongside the guidance above. **Communications** Review your communications, considering public perceptions and your local community. Plan ongoing communication and links with local communities to increase confidence that preparations to minimise the spread of COVID-19 have been implemented. **Review** Undertake a weekly review of all policies in light of changes to legislation, government guidance, lessons learned and examples of best practice elsewhere.

Who should go to work

Consider who is essential to be on the premises; for example, back of house workers should work from home as far as is reasonably practicable.

Plan for the minimum number of people needed on site to operate safely and effectively.

Keep in touch with off-site workers on their working arrangements including their welfare, mental and physical health and personal security.

Provide equipment for people to work from home safely and effectively, for example, remote access to work systems.

Protecting People at High Risk

See current guidance for advice on who is in the clinically extremely vulnerable and clinically vulnerable groups.

Pay particular attention to people who live with clinically extremely vulnerable individuals.

Clinically extremely vulnerable individuals have been strongly advised not to work outside the home:

• Help them to work from home, either in their current role or in an alternative role.

Clinically vulnerable (but not extremely clinically vulnerable) individuals who cannot work from home:

- Offer the option of the safest available on-site roles, ensuring that they maintain the required distance away from others.
- If they have to spend time within this distance of others, carefully assess whether this activity should continue. If so, take further mitigating actions to reduce the risk of transmission between staff.
- As for any workplace risk you must take into account specific duties to those with protected characteristics, including, for example, expectant mothers who are, as always, entitled to suspension on full pay if suitable roles cannot be found.

People who need to self-isolate

Enable workers to work from home while self-isolating if appropriate.

See current guidance for employees and employers relating to statutory sick pay due to COVID-19.

See current guidance for people who have symptoms and those who live with others who have symptoms.

Equality in the workplace

Understand and take into account the particular circumstances of those with different protected characteristics.

Involve and communicate appropriately with workers whose protected characteristics might either expose them to a different degree of risk, or might make any steps you are thinking about inappropriate or challenging for them.

Consider whether you need to put in place any particular measures or adjustments to take account of your duties under the equalities legislation.

Make reasonable adjustments to avoid disabled workers being put at a disadvantage. Assess health and safety risks for new or expectant mothers.

Understand and respond to the concerns of those who consider themselves at increased risk.

Make sure that the steps you take do not have an unjustifiable negative impact on some groups compared to others, for example those with caring responsibilities or those with religious commitments.

Physical distancing at work

Comply with the <u>physical distancing</u> regulations set out by the government.

Where physical distancing cannot be fully followed, in relation to a particular activity, consider whether that activity needs to continue. Take all the mitigating actions possible to reduce the risk of transmission between your staff and all those who may be on the premises.

Consider how people get to and from work to minimise time on crowded public transport. Show flexibility e.g. look at different start and finish times, and support workers getting to and from the workplace.

Increase the frequency of hand washing and surface cleaning including disinfection of high footfall areas or common touchpoints.

Keep the activity time where physical distancing cannot be maintained as short as possible.

Use screens or barriers to separate people from each other.

Use back-to-back or side-to-side working (rather than face-to-face) whenever possible.

Reduce the number of people each person has contact with by using 'fixed teams or partnering' (so each person works with only a few others).

If people must work face-to-face for a sustained period with more than a small group of fixed partners, assess whether the activity can safely go ahead. In your assessment have particular regard to whether the people doing the work are especially vulnerable to COVID-19. Risk assessments are a legal requirement for pregnant women, no matter the size of the business.

Assess all areas to maintain physical distancing e.g. entrances and exits, break rooms, staging sites and store rooms, canteens and similar settings.

Coming to work and leaving work If possible, stagger starting and finishing times for staff to reduce congestion at entrances and exits. Provide additional parking or facilities such as bike-racks to help people walk, run, or cycle to work where possible. Limit passengers in corporate vehicles, for example, work minibuses. This could include leaving seats empty. Reduce congestion, for example, by having more entry points to the workplace in larger businesses. Use markings and introduce one-way flow at entry and exit points which are back of house or employee only and where appropriate. Take account of premises' structure, style of operation and customer profile. Provide handwashing facilities (or hand sanitiser where not possible) for workers at entry and exit points. Provide alternatives to touch-based security devices such as keypads. Define process alternatives for entry/exit points where appropriate, for example, deactivating pass readers at turnstiles in favour of showing a pass to security personnel at a distance. Moving around buildings Reduce movement by discouraging non-essential trips within buildings and sites e.g. restricting access to some areas, encouraging use of radios or telephones, where permitted (remember these items require cleaning between users). Introduce more one-way flow through buildings. Provide floor markings and signage to remind workers and customers to follow physical distancing. Encourage use of stairs wherever possible and ensure regular cleaning of handrails is undertaken. Reduce maximum occupancy for lifts. Provide hand sanitiser for the operation of lifts. Make sure that people with disabilities are able to access lifts. Regulate use of high traffic areas including stairs, corridors, lifts, turnstiles and walkways to maintain social distancing. Increase the frequency of cleaning and disinfection of these areas. **Workplaces and workstations** Review layouts to allow workers to work further apart from each other. Workstations should be assigned to an individual as much as possible. If they need to be shared, they should be shared by the smallest possible number of people whilst maintaining physical distancing and cleaned at each changeover. If it is not possible to keep workstations 2m apart then consider whether that activity needs to continue for the business to operate. If so, take all mitigating actions possible to reduce the risk of transmission. Use floor tape or paint to mark areas, where appropriate, to help people keep their distance. Use signage or other communication measures e.g. public announcements, taking into account building characteristics, trading style and customer profile. Avoid people working face-to-face, for example, by working side-by-side or facing away from each other. Use screens to create a physical barrier between people. Use a consistent pairing system if people have to work in close proximity - for example, cleaning hotel rooms or servicing equipment at an indoor attraction. Minimise contacts around transactions, for example, considering using contactless payments and encourage online booking and pre-payment where appropriate. If using cash, encourage increased handwashing and introduce more handwashing facilities for workers and customers or provide hand sanitiser where this is not practical. Rethink demonstrations and promotions to minimise direct contact and to maintain physical distancing.

Accidents, security and other incidents Anyone providing assistance to others should pay particular attention to sanitation measures immediately afterwards including washing hands? Review your incident and emergency procedures to ensure they reflect the physical distancing principles as far as possible (note in an emergency - e.g. an accident, provision of first-aid, fire or breakin - people should not social distance if it would be unsafe). Managing your customers, visitors and contractors Assess the number of customers/crowd density that can reasonably enable physical distancing within any space. Take into account the total floor space as well as pinch points e.g. doorways and busy areas. Consider limiting the number of customers or adjusting the crowd density at any time by implementing timed ticketing. Ask customers to book ahead where possible. Make provision for those without internet access to make bookings/enquiries offline. Create clear signage for customers explaining the provisions in place, reminding of physical distancing (including distancing from employees). Promote the use of contactless payment. Review how customers move through and around the venue (indoors and outdoors). Consider how you could adjust the flow of customers and employees to reduce congestion and contact e.g. queue management or one-way flow, where possible. Use barriers and staff to direct customers. Use outside premises for queuing where available and safe e.g. car parks. Have contingency plans in place for periods of poor weather. Manage queues to ensure they do not cause a risk to individuals or other businesses. Ensure any changes to entry, exit and queue management take into account reasonable adjustments for those who need them, including disabled customers. Encourage customers to use hand sanitiser or handwashing facilities as they enter the premises to reduce the risk of transmission by touching products or surfaces. Remind customers accompanied by children that they are responsible for supervising them at all times and should follow physical distancing guidelines. Work with your local authority/landlord to take into account the impact of your processes, including queues, on public spaces e.g. high streets, public car parks, fire escapes etc. Work with your immediate, local community to take account of the impact of your activities. Create clearly designated positions from which employees can provide assistance to customers whilst maintaining 2 metre distance. Work with neighbouring businesses and local authorities to stagger the number of people arriving throughout the day e.g. staggering opening hours to reduce public transport demand at key times and avoid overcrowding.

Security

Consider any COVID-19 related operational changes alongside security implications.

Consult your security department or manager to help ensure good security is maintained as far as possible.

Conduct a security risk assessment of key areas e.g. queueing, search and screening (where this has been directed by a wider government policy on security) maintaining vigilance for potential threats, and access controls.

Queues and physical distancing

Organise queuing within existing protected areas. If queuing is only possible outside of protected areas then consider and mitigate the vulnerabilities, such as by:

- by routing queues behind permanent physical structures (e.g. street furniture, bollards, trolley parks and bike racks) to provide a visual deterrent and delay;
- closing off vehicle access to shared spaces;
- adjusting servicing and delivery times;
- reducing the opportunities for vehicles (including potentially hostile vehicles) to interact with pedestrians;
- erecting robust barriers;
- introducing a reduced speed limit or traffic calming measures.

Avoid giving credible, detailed information that could help a hostile identify an attractive target and carry out an attack e.g. do not include anything in detailed risk assessments published on public websites.

Search and screening

Adapt physical search and screening of staff, contractors and visitors in order to adhere to social distancing measures.

Ensure security staff are and feel safe e.g. having access to appropriate PPE and hand-washing facilities. Ensure they are able and confident to raise any concerns.

Staff, security officers and stewarding

Continue to ensure that awareness of security threats is raised alongside safety and health risks through staff briefings.

Continue to remain vigilant for and report any suspicious activity as soon as possible.

Ensure there is a good communication system in place to inform people of any incident. Carry out a short exercise or test to check procedures and equipment for this are working correctly.

Restricted entry points

Restricted access entry points, such as those facilitated by keypad, biometrics and/or pass should remain fully in operation. They should not be deactivated.

Clean pin pads and biometrics regularly.

Inform staff that there is no need to physically touch the card on the reader – access control (staff) proximity cards will work up to 10cm from the reader.

Cleaning the workplace

Before reopening

Assess all sites, or parts of sites, which have been closed. Initiate cleaning procedures and provide hand sanitiser, before restarting work.

Check whether you need to service or adjust ventilation systems, for example, so that they do not automatically reduce ventilation levels due to lower than normal occupancy levels. Seek advice from your heating ventilation and air conditioning (HVAC) engineers or advisers.

Keeping the workplace clean

Frequently clean work areas and equipment between uses, using your usual cleaning products.

Frequently clean objects and surfaces that are touched regularly e.g. self-checkouts, trolleys, coffee machines, staff handheld devices. Make sure there are adequate disposal arrangements for cleaning products.

Clear workspaces and remove waste and belongings from the work area at the end of a shift.

If cleaning after a known or suspected case of COVID-19 refer to the specific guidance.

Hygiene – handwashing, sanitation facilities and toilets

Provide regular reminders and signage to maintain hygiene standards.

Provide hand sanitiser in multiple locations in addition to washrooms.

Ensure toilets are kept clean and physical distancing is achieved as much as possible. Note use of portable toilets should be minimised and special care should be taken for cleaning of portable toilets where they are in place. Enhance cleaning for busy areas and common touch points e.g. stair handrails. Use physical distance marking for common areas such as toilets, showers, lockers and changing rooms and in any other areas where queues typically form. Provide more waste facilities and more frequent rubbish collection. Provide hand drying facilities -either paper towels or electrical dryers. Clean exterior and interior touchpoints in accordance to sector guidance for example, theme park rides and attractions. Consider the introduction of hand sanitiser stations immediately before and after customer use. Handling goods, merchandise and other materials Encourage increased handwashing and introduce more handwashing facilities for workers/customers or provide hand sanitiser where this is not practical. Put in place picking-up and dropping-off collection points where possible, rather than passing goods hand-to-hand. Keep returns separate from displayed merchandise/stock to reduce the likelihood of transmission through touch. Personal Protective Equipment (PPE) and face coverings Where you are already using PPE in your work activity to protect against non-COVID-19 risks, you should continue to do so. When managing the risk of COVID-19, additional PPE beyond what you usually wear is not recommended because COVID-19 needs to be managed through physical distancing, hygiene and fixed teams or partnering; not through the use of PPE. Unless you are in a situation where the risk of COVID-19 transmission is very high, your risk assessment should reflect the limited role of PPE in providing additional protection. However, if your risk assessment does show that PPE is required, then you must provide this PPE free of charge to workers who need it. Any PPE provided must fit properly. Wearing a face covering is optional and is not required by law, including in the workplace. If you choose to wear a face covering: • Use properly and wash your hands before putting on and taking off. · Avoid touching your face or face covering, as you could contaminate them with germs from your • Change your face covering if it becomes damp or if you've touched it. Continue to wash your hands regularly. • Change and wash your face covering daily in line with Manufacturer's instructions. If it's not washable, dispose of it carefully in your usual waste. Practise physical distancing wherever possible. • Support your workers in using face coverings safely if they choose to wear one. **Workforce Management** Shift patterns and working groups Fix teams or shift groups so that where contact is unavoidable, this happens between the same people. Identify areas where people have to directly pass things to each other and find ways to remove direct contact such as by using drop-off points or transfer zones. **Work-related travel** Minimise non-essential travel - consider remote options first. Minimise the number of people travelling together in any one vehicle, using fixed travel partners e.g. always travelling with the same people, increasing ventilation when possible and avoiding sitting face-

to-face.

Clean shared vehicles between shifts or on handover.

Where workers are required to stay away from their home, centrally log the stay and confirm that any overnight accommodation meets physical distancing guidelines. **Deliveries to other sites** Put in place procedures to minimise person-to-person contact during deliveries to other sites. Maintain consistent pairing where two-person deliveries are required. Minimise contact during payments and exchange of documentation, for example by using electronic payment methods and electronically signed and exchanged documents. Communications and training - Returning to work Provide clear, consistent and regular communication to improve understanding and consistency of ways of working. Engage with workers/worker representatives through existing communication routes to explain and agree any changes in working arrangements. Develop communication and training materials for workers prior to returning to site, especially around new procedures for arrival at work. Ongoing communications and signage Have ongoing engagement with workers (including through trade unions or employee representative groups) to monitor and understand any unforeseen impacts of changes to working environments. Have an awareness and focus on the importance of mental health at times of uncertainty. Use simple, clear messaging to explain guidelines using images and clear language, with consideration of groups for which English may not be their first language and with attention to the Welsh Language Standards and guidance. Use visual communications, for example whiteboards or signage, to explain changes to production schedules, breakdowns or materials shortages to reduce the need for face-to-face communications. Communicate approaches and operational procedures to suppliers, customers or trade bodies to help their adoption and to share experience. Inbound and outbound goods Revise pick-up and drop-off collection points, procedures, signage and markings. Minimise unnecessary contact at gatehouse security, yard and warehouse. E.g. non-contact deliveries where the nature of the product allows for use of electronic pre-booking. Consider methods to reduce frequency of deliveries, for example by ordering larger quantities less often. Where possible and safe, have single workers load or unload vehicles. Where possible, use the same pairs of people for loads where more than one is needed. Enable drivers to access welfare facilities when required, consistent with other guidance. Encourage drivers to stay in their vehicles where this does not compromise their safety and existing safe

The reopening of visitor economy businesses can only be possible within the current <u>Coronavirus</u> <u>Restrictions Regulations</u> whilst giving the appropriate consideration to all relevant guidance.

working practice, such as preventing drive-aways.

A summary of the latest regulations and guidance are provided below.

Quick Links: Key pieces of Welsh Government guidance

This guidance will be updated over time – for the most up to date visit: www.gov.wales/coronavirus

1.	Unlocking our society and economy
2.	Leading Wales out of the coronavirus pandemic - a framework for recovery
3.	Guidance on working safely during COVID-19
4.	Coronavirus regulations: FAQs
5.	Coronavirus and personal protective equipment (PPE)
6.	Coronavirus social distancing guidance
7.	Face coverings: coronavirus
8.	Guidance to employers and businesses on COVID-19
9.	Self-isolation: stay at home guidance for households with possible coronavirus
10.	Taking all reasonable measures to maintain physical distancing in the workplace
11.	Taking all reasonable measures to maintain physical distancing in the workplace – supplementary guidance
12.	Travelling safely (coronavirus): guidance for the public
13.	Shielding and protecting people defined on medical grounds as extremely vulnerable from coronavirus
14.	Test, Trace, Protect
15.	Test, Trace, Protect frequently asked questions

Quick Links: Sector specific Guidance

Third party links:

For further information we have provided links to external or third party websites. Links taken to other sites are done so at your own risk and the Welsh Government accepts no liability for any linked sites or their content.

Any link from us to an external website does not imply or mean that the Welsh Government endorses or accepts any responsibility for the content or the use of such website. In addition some industry specific sites may include UK Government references which are not applicable in Wales.

Hotel and other accommodation	UKH Cymru			
UK Hospitality Cymru (UKH Cymru) has published guidance which includes hotels, other accommodation, and pubs and restaurants.				
Self-catering	Wales Tourism Alliance			
In addition to the <u>UKH Cymru</u> above additional sector guidance is available through the Wales Tourism Alliance resources and advice.	Short Term Accommodation Association Country Land and Business Association			
Caravan/Camping/Motorhomes and Holiday Parks	National Caravan Council			
In addition to the <u>UKH Cymru</u> guidance above additional sector guidance is available with resources and advice.	British Homes and Holiday Parks Association Caravan and Motorhome Club			
Hotel boats/Holiday boat hire and waterways	British Marine			
Bars, restaurants, cafes and catering	Guidance is to follow - check back.			
Sector guidance is available with resources and advice.	••			
Indoor and outdoor attractions, activity providers and tour guides				
Amusement parks, attractions and family entertainment centres	UKH Cymru			
Guidance has been published by UK Hospitality.				
Attractions	UKH Cymru			
In addition to the UK Hospitality guidance The Association of Leading Visitor Attractions (ALVA) is also developing guidance for individual attractions amongst their members and sharing templates/best practice examples to enable risk assessments for indoor and outdoor attractions.	Association of Leading Visitor Attractions			
Culture and Heritage venues/buildings/attractions	Link to follow – check back later			
Guidance to be released shortly - check back.	National Museum Directors Council			
Other relevant guidance for museums has been drafted by the National Museum Directors Council.				
Indoor and outdoor event venues (e.g. theatres, cinemas and concert halls and outdoor festivals)	Link to follow – check back later			
Some will be covered by UK Government guidance on Events and Entertainment.				
Zoos and Aquariums	British and Irish Association of Zoos and			
British and Irish Association of Zoos and Aquariums (BIAZA) has resources and guidance available for zoos and aquariums.	Aquariums			
Reopening natural and cultural sites for recreation	Natural Resources Wales			

Activity and Adventure providers	Wales Adventure Tourism Organisation			
Additional guidance has been published by The Outdoor Alliance, Wales.				
Tour Guides	Institute of Tourist Guiding			
Business events				
Meetings	Meetings Industry Association			
The <u>Meetings Industry Association</u> has produced guidance specifically for conferences and meetings venues, which is also wrapped into the wider UK Hospitality guidance.	UKH Cymru			
Exhibition and Conference Centres Guidance is available from the following industry bodies: ICCA: International Congress and Convention Association AIPC: International Association of Convention Centres UFI: The Global Association of the Exhibition Industry AEO: Association of Event Organisers ESSA: Event Supplier and Services Association AEV: Association of Event Venues BVEP: Business Visits and Event Partnership	International Congress and Convention Association International Association of Convention Centres The Global Association of the Exhibition Industry Association of Event Organisers Event Supplier and Services Association Association of Event Venues Business Visits and Event Partnership			
Catering requirements	Welsh Government Workplace Guidance			
Check workplace guidance as well as relevant guidance on Pubs and Restaurants.	Link to follow - check back later			

Events guidance

Guidance for outdoor events and festivals is being developed in accordance with likely re-opening schedules check back for this.