

To whom it may concern.

As COVID-19 restrictions are lifted from 19th July 2021 and we move into step 4 of the roadmap, cases across Warwickshire are still high and rising and therefore we are asking everybody to continue to act wisely and remain cautious. Also, the new Delta variant strain is highly transmissible so for these reasons, we are recommending key protection measures remain in place, in line with the national government publication on How to Stay Safe and Help Prevent the Spread.

Although most legal restrictions will be lifted at Step 4 and we have many people across Warwickshire vaccinated, it is still possible to catch and spread COVID-19 even if you are fully vaccinated. It is important to note that vaccine effectiveness of 90% still means one in ten people who have been vaccinated may not achieve full protection, particularly in those who are older or have compromised immune systems.

As we move into the next stage of pandemic response, we are asking all employers in Warwickshire to help us to help you prepare. Vaccinations protect individuals and those around them and reduce spread of the virus helping to keep infection rates low, so we can maintain the freedoms that we will be granted in the summer. We are asking you to encourage all staff to come forward for their vaccine without delay. Vaccinations are available free of charge to everyone aged 18 and over residing in the UK, regardless of whether they are GP registered or not. Over the next couple of weeks, we have extra appointments to make sure everyone can access their vaccine. Please encourage your staff to book into one of the [vaccination sites](#) across Warwickshire or attend one of our [drop in clinics](#).

As an employer, you must by law protect workers and others from risk to their health and safety. This includes risks from COVID-19. COVID-19 is a workplace hazard. You must manage it in the same way as other workplace hazards. This includes:

- completing a suitable and sufficient assessment of the risks of COVID-19 in the workplace
- identifying control measures to manage that risk

Failure to carry out a suitable and sufficient risk assessment and put in place sufficient control measures to manage the risk may be considered a breach of health and safety law.

For cemeteries and crematoriums, from July 19th there will be no legal restrictions on the maximum number of people attending full coffin burials, burials of cremated remains or ash scattering ceremonies and while social distancing will no longer be mandatory, it is recommended that face coverings are still worn in crowded public places and we would ask for your support in promoting this behaviour. Ventilation of public spaces is key to reducing the risk of COVID-19 and we therefore recommend that windows and doors remain open during services too.

In addition we advise that whilst local infection rates are high that singing at ceremonies is kept to outdoor spaces only, given the higher levels of aerosols and respiratory droplets generated when singing.

It is important to remind you that while our cemeteries and crematoriums remain open, it is imperative that the public are reminded not to visit the cemetery if they are displaying any symptoms of Covid-19 which include:

- a high temperature
- a new, continuous cough
- a loss or change to your sense of smell or taste

More advice can be found on the NHS website: <https://www.nhs.uk/conditions/coronavirus-covid-19/symptoms/main-symptoms/>

Further information and guidance about keeping safe from July 19th can be found on the government website <https://www.gov.uk/government/publications/covid-19-response-summer-2021-roadmap/coronavirus-how-to-stay-safe-and-help-prevent-the-spread>

Further advice for safer-singing is available here: <https://www.gov.uk/government/publications/covid-19-suggested-principles-of-safer-singing/covid-19-suggested-principles-of-safer-singing>

Yours sincerely,



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*Working for
Warwickshire*