

COVID-19 Safety Plan for: Vancouver Academy of Dramatic Arts 900 Helmcken St, Vancouver, BC, V6Z 1B3

Employers must develop a COVID-19 Safety Plan. To develop your plan, follow the six-step process described at [COVID-19 and returning to safe operation](#).

This planning tool will guide you through the six-step process. Each step has checklists with items you need to address before resuming operations. You may use this document, or another document that meets your needs, to document your COVID-19 Safety Plan.

Employers are not required to submit plans to WorkSafeBC for approval, but in accordance with the order of the [provincial health officer](#), this plan must be posted at the worksite. This Safety Plan can also be completed from any mobile device using the [COVID-19 Safety Plan app](#).

Step 1: Assess the risks at your workplace

The virus that causes COVID-19 spreads in several ways. It can spread in droplets when a person coughs or sneezes. It can also spread if you touch a contaminated surface and then touch your face.

The risk of person-to-person transmission increases the closer you come to other people, the more time you spend near them, and the more people you come near.

The risk of surface transmission increases when many people contact the same surface and when those contacts happen over short periods of time.

Involve workers when assessing your workplace

Identify areas where there may be risks, either through close physical proximity or through contaminated surfaces. The closer together workers are and the longer they are close to each other, the greater the risk.

- We have involved frontline workers, supervisors, and the joint health and safety committee (or worker health and safety representative, if applicable).
- We have identified areas where people gather, such as break rooms, production lines, and meeting rooms.
- We have identified job tasks and processes where workers are close to one another or members of the public. This can occur in your workplace, in worker vehicles, or at other work locations (if your workers travel offsite as part of their jobs).
- We have identified the tools, machinery, and equipment that workers share while working.
- We have identified surfaces that people touch often, such as doorknobs, elevator buttons, and light switches.

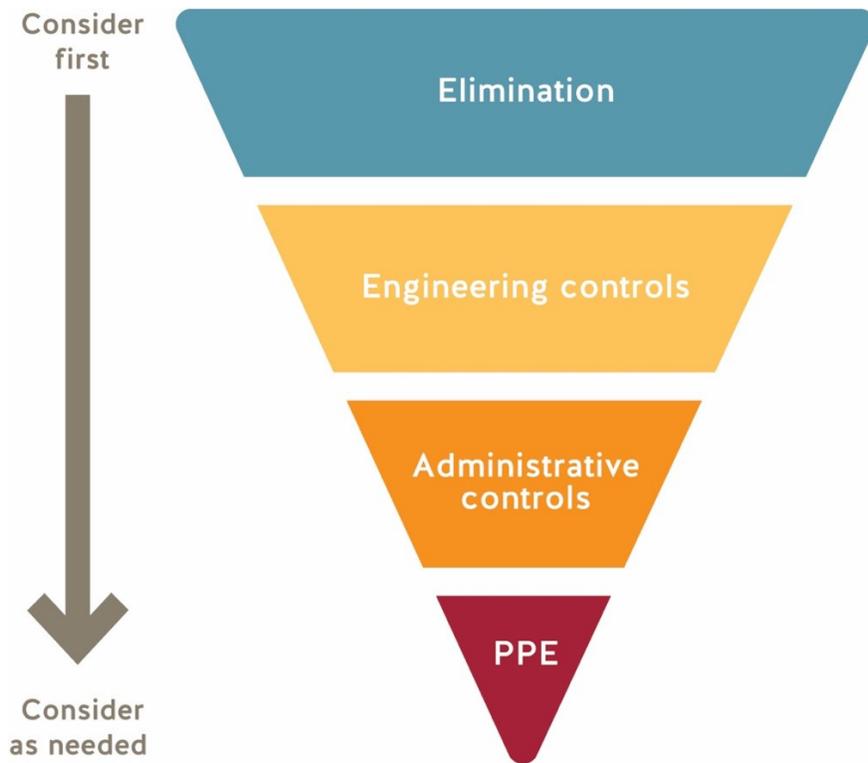
Step 2: Implement protocols to reduce the risks

Select and implement protocols to minimize the risks of transmission. Look to the following for information, input, and guidance:

- Review [industry-specific protocols](#) on worksafebc.com to determine whether any are relevant to your industry. Guidance for additional sectors will be posted as they become available. If protocols are developed specific to your sector, implement these to the extent that they are applicable to the risks at your workplace. You may need to identify and implement additional protocols if the posted protocols don't address all the risks to your workers.
- Frontline workers, supervisors, and the joint health and safety committee (or worker representative).
- [Orders, guidance, and notices](#) issued by the provincial health officer and relevant to your industry.
- Your health and safety association or other professional and industry associations.

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Different protocols offer different levels of protection. Wherever possible, use the protocol that offers the highest level of protection. Consider controls from additional levels if the first level isn't practicable or does not completely control the risk. You will likely need to incorporate controls from various levels to address the risk at your workplace.



First level protection (**elimination**) — Limit the number of people in your workplace where possible by implementing work-from-home arrangements, establishing occupancy limits, rescheduling work tasks, or other means. Rearrange work spaces to ensure that workers are at least 2 m (6 ft.) from co-workers, customers, and members of the public.

Second level protection (**engineering controls**) — If you can't always maintain physical distancing, install [barriers](#) such as plexiglass to separate people.

Third level protection (**administrative controls**) — Establish rules and guidelines, such as posted [occupancy limits](#) for shared spaces, designated delivery areas, cleaning practices, and one-way doors and walkways to keep people physically separated.

Fourth level protection (**PPE**) — If the first three levels of protection aren't enough to control the risk, consider the use of masks. Ensure masks are [selected and cared for appropriately](#) and that workers [are using masks correctly](#).

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First level protection (elimination): Limit the number of people at the workplace and ensure physical distance whenever possible

- We have established and posted an occupancy limit for our premises. Public Health has advised that the prohibition on gatherings of greater than 50 people refers to “one-time or episodic events” (weddings, public gatherings), and is therefore not intended to apply to workplaces. However, limiting the number of people in a workplace is an important way to ensure physical distancing is maintained. [Public Health has developed [guidance for the retail food and grocery store sector](#) that requires at least 5 square metres of unencumbered floor space per person (workers and customers). This allows for variation depending on the size of the facility, and may be a sensible approach for determining maximum capacity for employers from other sectors that do not have specific guidance on capacity from Public Health.]
- In order to reduce the number of people at the worksite, we have considered work-from-home arrangements, virtual meetings, rescheduling work tasks, and limiting the number of customers and visitors in the workplace.
- We have [established and posted occupancy limits](#) for common areas such as break rooms, meeting rooms, change rooms, washrooms, and elevators.
- We have implemented measures to keep workers and others at least 2 metres apart, wherever possible. Options include revising work schedules and reorganizing work tasks.

Measures in place

SCHOOL STAFF & INSTRUCTORS:

We have posted an occupancy limit of 22 people at one time in the school.

5 school staff

2 Instructors

15 students

CHANGES TO CLASSES:

(Previously classes ran 10am - 3pm with a one hour break)

Students now broken into two groups: Early Class & Late Class

Class start times have been staggered to allow for less students to be on campus at one time:

Early Group Class (14 Students) starts: **8:30am - 12:45pm**

Break 15 minutes (Staff Wipe Down of School)

Late Group Class (13 Students) starts: **1pm - 5:15pm**

Lunch Break has been eliminated to reduce opportunity for transmission.

Students remain studying in same cohorts/learning groups for duration of program.

Roommates and close friends scheduled to study together in the same cohort/learning group.

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Second level protection (engineering): Barriers and partitions

- We have installed barriers where workers can't keep physically distant from co-workers, customers, or others.
- We have included barrier cleaning in our cleaning protocols.
- We have installed the barriers so they don't introduce other risks to workers (e.g., barriers installed inside a vehicle don't affect the safe operation of the vehicle).

Measures in place

OFFICE: RECEPTION AREA

A Plexiglas sheet measuring 2ft x 3ft has been installed at the reception desk as a protective barrier.

Seating in the lobby area has been limited to only one seat.

Hand sanitization station is located at reception desk.

CLASSROOM:

Plexiglass barriers measuring 2ft x 3ft installed between seats to mitigate space between students

Each student seat is separated by a minimum space of 3ft 8in.

Plexiglas barrier measuring 6ft 6in x 4ft installed between front & back row seating for further mitigation.

Spacing between front & back row seating is 6ft 8in.

Students must wear masks at all times on the school premises

Students must wear masks and socially distance if involved in any in-class exercises or when acting out scenes.

Instructors must wear masks at all times during class.

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Third level protection (administrative): Rules and guidelines

- We have identified rules and guidelines for how workers should conduct themselves.
- We have clearly communicated these rules and guidelines to workers through a combination of training and signage.

Measures in place

Prior to Arriving to School/ Work:

All students and staff members are asked to isolate, call the school contact PHA (8-1-1) if they are experiencing any symptoms related with COVID-19.

STUDENTS: PRIOR TO CLASS

4-designated hand washing stations are available with soap and paper towels in the school.

Hand sanitizer stations are located in the classroom and common areas of the school.

Upon arrival at the school, students must line up outside on marked areas with social distance and wearing masks.

Students must ring the intercom, after which a staff member will come to the door to greet them and let them in one at a time. **Note:** Only student will be permitted to enter building (no parents, siblings, etc.)

Staff confirms student has a face mask. If student does not have a face mask, they may purchase one at the front counter. Students will **not** be permitted entry without a mask.

Staff member immediately sprays the student's hands with hand sanitizer provided at the reception desk when checking in for class.

All students must complete and submit a COVID-19 Health Questionnaire before they will be permitted to attend class.

Each student is taken to the classroom one at a time by a staff member and assigned a seat.

Students must remain in their seats during class unless otherwise instructed.

STUDENTS: OUTSET OF CLASS

Students are asked to remain in their seats during class and wear masks.

Instructors must wear masks at all times.

Students must wear masks and socially distance when involved in any in-class exercises or acting out scenes.

STUDENTS: AFTER CLASS

Students must exit class one at a time and immediately leave the premises and go outside the building.

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Fourth level protection: Using masks (optional measure in addition to other control measures)

- We have reviewed the information on [selecting and using masks](#) and [instructions on how to use a mask](#).
- We understand the limitations of masks to protect the wearer from respiratory droplets. We understand that masks should only be considered when other control measures cannot be implemented.
- We have trained workers in the proper use of masks.

Measures in place

SCHOOL STAFF & INSTRUCTORS:

Students must wear masks while waiting outside and when entering the school.

Staff must wear mask when greeting students and interacting at any time with students, instructors or staff members

Students are asked to remain in their seats during class and wear masks.

Instructors must wear masks at all times in class.

Students must wear masks and socially distance during involvement in any in-class exercises or acting out scenes.

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Implement effective cleaning and hygiene practices

- We have reviewed the information on [cleaning and disinfecting](#) surfaces.
- Our workplace has enough handwashing facilities on site for all our workers. Handwashing locations are visible and easily accessed.
- We have policies that specify when workers must wash their hands and we have communicated good hygiene practices to workers. Frequent handwashing and good hygiene practices are essential to reduce the spread of the virus. [[Handwashing](#) and [Cover coughs and sneezes](#) posters are available at worksafebc.com.]
- We have implemented cleaning protocols for all common areas and surfaces — e.g., washrooms, tools, equipment, vehicle interiors, shared tables, desks, light switches, and door handles. This includes the frequency that these items must be cleaned (number of times per day) as well as the timing (before and after shift, after lunch, after use).
- Workers who are cleaning have adequate training and materials.
- We have removed unnecessary tools and equipment to simplify the cleaning process — e.g., coffee makers and shared utensils and plates

Cleaning protocols

School Cleaning:

Wearing rubber gloves and using ES-15 Sanitizer spray, staff wipes down all high frequency-touched surfaces and equipment 3 times a day (before class, after lunch, after class)

Office and lobby:

door knobs, reception counter, public seating, computer mouse, keyboards, telephones, desks and chairs

Washrooms:

bathroom sink, Counter, taps, mirror, light switches, toilet, garbage receptacle, paper hand towels and soap must be readily available at all times

Kitchen:

Sink, Counter, Microwave ovens, All cupboards containing plates, cutlery, glasses must be sealed, food must be in a disposable container with plastic utensils. All garbage must be removed daily

Classroom:

Seats and arms of chairs, light switches, cameras, tripod, monitor, studio windows opened before class and during breaks to provide ventilation, Studio standing fan also used to increase ventilation.

All cupboards containing plates, cutlery, glasses sealed off and no longer available for use. If students wish to bring food into the school, it must be in a disposable container with plastic utensils.

All garbage must be removed daily by staff.

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Step 3: Develop policies

Develop the necessary policies to manage your workplace, including policies around who can be at the workplace, how to address illness that arises at the workplace, and how workers can be kept safe in adjusted working conditions.

Our workplace policies ensure that workers and others showing symptoms of COVID-19 are prohibited from the workplace.

- Anyone who has had symptoms of COVID-19 in the last 10 days. Symptoms include fever, chills, new or worsening cough, shortness of breath, sore throat, and new muscle aches or headache.
- Anyone directed by Public Health to self-isolate.
- Anyone who has arrived from outside of Canada must [self-isolate for 14 days and monitor](#) for symptoms.
- Visitors are prohibited or limited in the workplace.
- First aid attendants have been provided [OFAA protocols](#) for use during the COVID-19 pandemic.
- We have a [working alone policy](#) in place (if needed).
- We have a [work from home policy](#) in place (if needed).
- Ensure workers have the training and strategies required to address the risk of violence that may arise as customers and members of the public adapt to restrictions or modifications to the workplace. Ensure an appropriate [violence prevention program](#) is in place.

Our policy addresses workers who may start to feel ill at work. It includes the following:

- Sick workers should report to first aid, even with mild symptoms.
- Sick workers should be asked to wash or sanitize their hands, provided with a mask, and isolated. Ask the worker to go straight home. [Consult the [BC COVID-19 Self-Assessment Tool](#), or call 811 for further guidance related to testing and self-isolation.]
- If the worker is severely ill (e.g., difficulty breathing, chest pain), call 911.
- Clean and disinfect any surfaces that the ill worker has come into contact with.

Step 4: Develop communication plans and training

You must ensure that everyone entering the workplace, including workers from other employers, knows how to keep themselves safe while at your workplace.

- We have a training plan to ensure everyone is trained in workplace policies and procedures.
- All workers have received the policies for staying home when sick.
- We have posted signage at the workplace, including occupancy limits and effective hygiene practices. [A customizable [occupancy limit poster](#) and [handwashing signage](#) are available on [worksafebc.com](#).]
- We have posted signage at the main entrance indicating who is restricted from entering the premises, including [visitors](#) and [workers](#) with symptoms.
- Supervisors have been trained on monitoring workers and the workplace to ensure policies and procedures are being followed.

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Step 5: Monitor your workplace and update your plans as necessary

Things may change as your business operates. If you identify a new area of concern, or if it seems like something isn't working, take steps to update your policies and procedures. Involve workers in this process.

- We have a plan in place to monitor risks. We make changes to our policies and procedures as necessary.
- Workers know who to go to with health and safety concerns.
- When resolving safety issues, we will involve joint health and safety committees or worker health and safety representatives (or, in smaller workplaces, other workers).

Step 6: Assess and address risks from resuming operations

If your workplace has not been operating for a period of time during the COVID-19 pandemic, you may need to manage risks arising from restarting your business.

- We have a training plan for new staff.
- We have a training plan for staff taking on new roles or responsibilities.
- We have a training plan around changes to our business, such as new equipment, processes, or products.
- We have reviewed the start-up requirements for vehicles, equipment, and machinery that have been out of use.
- We have identified a safe process for clearing systems and lines of product that have been out of use.

Be advised that personal information must not be included in the COVID-19 Safety Plan

Personal information is any recorded information that uniquely identifies a person, such as name, address, telephone number, age, sex, race, religion, sexual orientation, disability, fingerprints, or blood type. It includes information about a person's health care, educational, financial, criminal, or employment history. Visit <https://www.oipc.bc.ca/about/legislation/> for more information.

