Social Distancing Champion – Line Managers Brief

NHSGGC is committed to supporting our staff to carry out their roles in a safe environment. As such, we want to ensure that staff have all the information they need to adhere to social distancing guidelines.

Guidance concerning social distancing and wearing face masks and coverings has been issued to staff across NHSGGC, however, staff have provided feedback, which suggests that there continues to be some uncertainty about the need to be physically distant from colleagues; how far two metres is; the need to wear face masks or coverings at all times and where this isn’t possible to ensure that they observe social distancing guidelines, including when on a break.

This is why a team of social distancing champions is being established across our sites to raise awareness of social distancing requirements and support staff members with adhering to guidance while at work.

Who are the Social Distancing Champions and what is the role of their line manager?

The Social Distancing Champions are staff volunteers, who can provide guidance and information to staff about COVID guidance in the workplace, the requirement for staff to adhere to guidance while on our sites and, where necessary, disperse groups of staff who are not socially distanced.

Therefore it is important that if you have a champion in your team, that you can provide line manager support to enable the champions to undertake this important role safely.

Line manager support is required in four ways;

• Raise awareness of the role of the social distancing champions and their purpose within their teams. It is important that staff understand the rationale for the champion role and why it is important to support these staff volunteers.

• To identify any team members who may be interested in becoming a social distancing champion.

• To provide social distancing champions with support to escalate issues or areas of concerns. The Line Manager therefore has a remit to fulfil this and ensure the champions can discuss or report these issues and concerns.

• Support the champion to provide guidance to their immediate team.

To ensure Line Managers understand the purpose of the role, a Social Distancing Champion support document has been created. This can be shared with staff members, including those who express an interest in the role – see Role of Social Distancing Champion.

Immediate actions for line managers:

• Discuss the champion role with their team and identify staff who would be willing to take up this role.
- Discuss the role scope and the areas that the SD Champion could focus on based on local knowledge.
- Communicate with the wider team on their support of this activity.
- Ensure volunteers are able to check in with them to seek support, guidance and to escalate issues/concerns.
- Report any incidents through DATIX.
- Identify the Social Distancing Champions within your team to Kirsty.Strannigan@ggc.scot.nhs.uk. This will facilitate a central register of the Social Distancing Champions across GG&C.

Please note: everyone can be a Social Distancing Champion – the aim is to support the messaging and encourage the behaviour.

If you have any queries, please contact Kirsty.Strannigan@ggc.scot.nhs.uk

Thank you in advance for your support!