



## 4. Policy

**4.1** Aura Liberty Recruitment Ltd recognises that a number of factors have been linked with individuals being more vulnerable to severe disease or death from COVID-19.

We recognise our responsibility to carry out risk assessments and to consider the need for additional controls where those identified as particularly at risk are present. This includes all workers who are identified as being at greater risk. Aura Liberty Recruitment Ltd will take steps to identify and manage the risks.

Additionally, we will include in our assessment, those staff who are not classified as high risk, in line with NHS definitions, but who may have other health concerns or anxieties.

**4.2** Aura Liberty Recruitment Ltd will ensure that we are clear with our staff about why we are having conversations with them and that we will follow GDPR07 - Privacy Impact Assessment Policy and Procedure, ensuring that processing is generally lawful, fair and transparent and complies with all the other principles and requirements of the UK GDPR.