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Dear John,

Thank you for your email and letter of 18 October to Professor Watkins. I am aware of this case, and Roderick has asked me to reply.

I would like to start by reassuring you that we continue to take the safety of our whole community very seriously. There has been extensive planning of our response to C19 for many months, and our position continues to change and evolve as government guidance and local conditions change. Indeed, as you will know, we now operate different arrangements in Cambridge and Chelmsford because of those differing county Alert positions, for example.

Our approach to dealing with this situation is consistent and in-keeping with our outbreak plans which have been drawn up in consultation with County Public Health Directors and on which our Trade Unions have been consulted. The threshold for contact tracing, which is set by Government guidance, has not been met in this instance as the academic member of staff and students maintained 2m social distancing. In addition, and whilst not recognised by the NHS for the purpose of contact tracing, the use of face coverings and shields will have further reduced the risk of transmission.

In addition to these measures, all the staff and students who have come into contact with our colleague have been contacted informally to be told that they do not meet the threshold for self-isolation or testing, and the School is sending out formal letters to confirm that position. Nevertheless, if anyone does subsequently develop symptoms, they should inform ARU, not attend campus and arrange for a test as quickly as possible. This guidance is included in the formal communication.

We have shared this case with Public Health officials, they advise this approach is correct and do not feel that any additional steps should be taken. We will continue to enforce our primary mitigating actions of social distancing, good hand and surface hygiene. We are also continuing to engage with staff in relation to any concerns that they have in relation to working on our campuses, and our communications with both staff and students continue to develop, so that they remain fresh and up to date.

The difference in sick pay entitlement between Associate Lecturers and 'core' ARU staff relates to their terms and conditions of employment, rather than the fact that they are part time workers. This is a complex area, not easily discussed in writing, and I therefore suggest that you contact Ruth Waight to arrange a time to discuss this issue. This will be an opportunity to raise specific matters in relation to this individual and their employment.

Yours Sincerely,



James Rolfe

Chief Operating Officer