

COVID-19 School Risk Assessment Record – Updated JAN.2022

Operations/Work Activities covered by this assessment:	COVID-19 SCHOOL RISK ASSESSMENT RECORD					
Site Address/Location:	LONDON ROAD, BALDERTON, NEWARK, NOTTS, NG24 1TS	Department/Service/Team:	NEWARK ACADEMY			
Assessment Date:	19/01/2022	Lead Assessor:	D. CRAMPTON			
Authorised By:	NEWARK ACADEMY					
Who Might Be Affected	Employee <input checked="" type="checkbox"/>	Contractor <input checked="" type="checkbox"/>	Visitor <input checked="" type="checkbox"/>	Pupil <input checked="" type="checkbox"/>	Client <input checked="" type="checkbox"/>	Member of Public/Third Party <input checked="" type="checkbox"/>
Note: A person specific assessment must be carried out for young persons, pregnant employees and nursing employees						

IMPORTANT UPDATE; Jan. 19th 2022

Face coverings will no longer be compulsory in England's secondary school classrooms from 20th January.

All school staff and secondary school pupils are asked to take two lateral flow tests (LFTs) a week.

People who test positive only have to isolate for five days – but will need two negative tests on day five and then the following day.

If you are double-jabbed and are identified as a contact of someone with Covid-19 in England you are being told to take daily lateral flow tests – instead of isolating.

If someone in their household has Covid, pupils can still go to school as long as they don't have any of the main Covid symptoms.

Under-18s don't have to self-isolate if someone else in their household has Covid. Similarly, whole classes are no longer automatically sent home if a pupil or teacher tests positive.

However, if they are over five years old, close contacts are strong advised to take LFTs for at least seven days.

Masks are no longer required in indoor public spaces from the 27th, pupils/staff are advised that wearing face coverings will be worn at their own discretion from this date.

*Previously schools have avoided large face to face gatherings, including staff briefings and assemblies. Schools are at liberty to reinstate these, if felt appropriate to do so, however please carefully consider your own setting in deciding what is appropriate for your school. As a general reminder, all other existing measures should remain in place including in-day cleaning, ventilation and the continued use of hand sanitiser.

Hazards Considered	How might they be Harmed	Current Control/Mitigation Measures:	Risk Rating			Action Required/ Action No.
			Likelihood	Severity	Risk Rating	
School failure to follow National Government Guidelines.	Individuals may be exposed to COVID-19.	<p>Chris Fisher, Louise Coutts and David Crampton will be responsible for checking government guidance daily. In their absence Senior Leadership Team</p> <p>Up to date guidance is distributed and communicated through the school community, including; Governors, Staff, school-based Union Reps, Academy Trust etc. via email, meetings, internet</p> <p>Changes to school arrangements will be communicated to parents via email, meetings, internet</p> <p>Changes to pupil arrangements / requirements to be communicated and reinforced via Head Teacher / Teachers.</p> <p>Queries regarding COVID-19 in schools, other educational establishments and children's social care can be discussed via the DfE Coronavirus helpline, tel: 0800 046 8687 / dfc.coronavirushelpline@education.gov.uk</p>				
Increased risk of transmission due to increased pupils / staff working in close proximity.	Individuals may be exposed to COVID-19.	<p>Government guidance no longer recommend that it is necessary to keep pupils in consistent groups or 'bubbles'.</p> <p>Assemblies can resume. The following control measures will be implemented to ensure that assemblies are managed: Ventilation, hand hygiene</p> <p>Pupil groups are now able to mix during lunchtime. The following control measures will be implemented to ensure that lunchtimes are managed: Ventilation, hand hygiene</p> <p>The reintroduction of 'bubbles', which may be considered as part of a response to an outbreak – needs to consider the impact on education delivery.</p> <p>Education settings will continue to have a role in working with health protection teams in the case of a local outbreak. If there is an outbreak a setting may be advised to temporarily reintroduce some control measures.</p> <p>It is vital that a schools COVID-19 outbreak management plan is fully implemented which outlines proportionate control measures to manage and reduce the risk of COVID-19 transmission in the event of an outbreak.</p>				

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Management of confirmed cases of COVID-19 amongst the school community.	Individuals may be exposed to COVID-19.	<p>Education settings will continue to have a role in working with health protection teams in the case of a local outbreak. If there is an outbreak a setting may be advised to temporarily reintroduce some control measures.</p> <p>It is vital that a schools COVID-19 outbreak management plan is fully implemented which outlines proportionate control measures to manage and reduce the risk of COVID-19 transmission in the event of an outbreak.</p>				
Use of face coverings in education settings to minimise transmission of COVID-19.	Individuals may be exposed to COVID-19.	<p>The legal requirement to wear face coverings is being removed from Jan.26th 2022.</p> <p>If there is an outbreak in school, you may be advised to temporarily reintroduce the wearing of face coverings in communal areas of classrooms (by pupils, staff and visitors, unless exempt).</p> <p>It is vital that a schools COVID-19 outbreak management plan is fully implemented which outlines proportionate control measures to manage and reduce the risk of COVID-19 transmission in the event of an outbreak.</p> <p>When and if face coverings are required/reintroduced; Face coverings (whether transparent or cloth) must fit securely around the face to cover the nose and mouth and be made with a breathable material capable of filtering airborne particles.</p> <p>Face visors or shields can be worn by those exempt from wearing a face covering but they are not an equivalent alternative in terms of source control of virus transmission. In this situation an individual risk assessment must be completed, and items must always be cleaned appropriately.</p> <p>The use of face coverings may have a particular impact on those who rely on visual signals for communication. Those who communicate with or provide support to those who do, are exempt from any recommendation to wear face coverings in education and childcare settings.</p> <p>You have a duty to make reasonable adjustments for disabled pupils to support them to access education successfully. Where appropriate, you should discuss with pupils and parents the types of reasonable adjustments that are being considered to support an individual.</p>				

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		No pupil or student should be denied education on the grounds of whether they are, or are not, wearing a face covering.				
Outbreak management of confirmed cases of COVID-19 amongst the school community.	Individuals may be exposed to COVID-19.	<p>You must have an outbreak management plan outlining how your school operates if there is an outbreak in your school or local area.</p> <p>Central government may offer local areas of particular concern an enhanced response package to help limit increases in transmission.</p> <p>Please refer to the outbreak thresholds given in the Contingency Framework for childcare and educational settings (page 18).</p> <p>Additional support is available via the DfE helpline on 0800 046 8687 and selecting option 1 for advice on the action to take if you are concerned about transmission in the setting.</p> <p>It is vital that a schools COVID-19 outbreak management plan is fully implemented which outlines proportionate control measures to manage and reduce the risk of COVID-19 transmission in the event of an outbreak.</p> <p>You <u>must</u> also contact the DfE helpline in the event that a child or member of staff develops serious illness (e.g. students or staff members admitted to hospital or a death as a result of a confirmed COVID-19 infection)</p>				
Increased risk of transmission due to inadequate hygiene and inadequate PPE.	Individuals may be exposed to COVID-19.	<p>Hand and respiratory hygiene</p> <p>Frequent and thorough hand cleaning should now be regular practice. You must continue to ensure that pupils clean their hands regularly. This can be done with soap and water or hand sanitiser.</p> <p>Staff to reinforce messages (to pupils and others) to;</p> <ul style="list-style-type: none"> • Avoid touching eyes, nose and mouth with unwashed hands. Wash hands immediately after doing so. • Catch it, Bin it, Kill it. Cover cough / sneeze with tissue, throwing tissue in the bin and washing hands. • Lidded bins MUST be used. <p>All staff, pupils, contractors and visitors will be required to wash their hands for 20 seconds with soap and water, remembering the importance of proper drying;</p> <ul style="list-style-type: none"> • Before leaving home • On arrival at school • After using the toilet • After breaks / sporting activities 				

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		<ul style="list-style-type: none"> • When changing rooms • Before food preparation • Before and after eating any food (inc. snacks) • Before leaving school <p>Staff to supervise young children and pupils with complex needs to ensure they wash their hands for 20 seconds with soap and running water.</p> <p>Supervised use of hand sanitiser to minimise risk of ingestion. Consider alternatives such as skin friendly skin cleaning wipes.</p> <p>Use of hand gel and accessibility to children is risk assessed within a COSHH assessment and MSDS sheet is available. Specific consideration to ingestion and fire. Note: hand washing is more effective than the use of hand gel.</p> <p>Free resources are available, including materials to encourage good hand and respiratory hygiene via: Information about the Coronavirus (e-bug.eu)</p> <p>Use of personal protective equipment (PPE) Most staff in schools will not require PPE beyond what they would normally need for their work. Further guidance is available at: Use of PPE in education, childcare and children's social care - GOV.UK (www.gov.uk)</p>				
Increased risk of transmission due to inadequate cleaning regimes.	Individuals may be exposed to COVID-19.	<p>An appropriate cleaning schedule must be implemented and maintained. This must include regular cleaning of areas and equipment (for example, twice per day), with a particular focus on frequently touched surfaces.</p> <p>The risks from any hazardous substances used for cleaning MUST be COSHH assessed and MSDS sheet available. Findings will be formally communicated to relevant persons. Key considerations given to use of products in classrooms e.g. safe storage.</p> <p>Staff required to conduct cleaning tasks to have received suitable and sufficient training for safe cleaning procedures and use of hazardous substances.</p> <p>Additional guidance is available at: COVID-19: cleaning of non-healthcare settings outside the home - GOV.UK (www.gov.uk)</p>				
Increased risk of transmission due to insufficient ventilation.	Individuals may be exposed to COVID-19.	When your school is in operation, it is important to ensure it is well ventilated and that a comfortable teaching environment is maintained.				

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		<p>Poorly ventilated areas of school must be identified, and controls implemented to improve fresh air flow in these areas particularly when holding events where visitors such as parents are on site, for example, school plays, assemblies.</p> <p>Mechanical ventilation is a system that uses a fan to draw fresh air or extract air from a room. These must be adjusted to increase the ventilation rate wherever possible and checked to confirm that normal operation meets current guidance and that only fresh outside air is circulated.</p> <p>If possible, systems must be adjusted to full fresh air or, if this is not possible, then system should be operated as normal as long as they are within a within a single room and supplemented by an outdoor air supply.</p> <p>Where mechanical ventilation systems exist, you must ensure that they are maintained in accordance with the manufacturers' recommendations.</p> <p>Opening external windows can improve natural ventilation, and in addition opening internal doors can also assist with creating a throughput of air. If necessary, external opening doors may also be used (if they are not fire doors and where it is safe to do so).</p> <p>The need for increased ventilation while maintaining a comfortable temperature must be balances.</p> <p>If you require any further support or guidance relating to ventilation in your school please contact Suzanne Smith (Compliance, Maintenance and Risk Manager) via: suzanne.smith@nottscc.gov.uk.</p> <p>Additional guidance is also available at:</p> <ul style="list-style-type: none"> • Ventilation and air conditioning during the coronavirus (COVID-19) pandemic (hse.gov.uk) • CIBSE - Coronavirus COVID 19 				
Failure to follow public health advice on testing, self-isolation and managing confirmed cases of COVID-19.	Individuals may be exposed to COVID-19.	<p>When an individual develops COVID-19 symptoms or has a positive test Pupils, staff and other adults must follow public health advice on when to self-isolate and what to do. Further information is available at: When to self-isolate and what to do - Coronavirus (COVID-19) - NHS (www.nhs.uk)</p> <p>Details on COVID-19 symptoms are available at: Symptoms of coronavirus (COVID-19) - NHS (www.nhs.uk)</p> <p>If a pupil is awaiting collection, they must be left in a room on their own if possible and safe to do so. A window should be opened for fresh air ventilation if possible.</p>				

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		<p>Appropriate PPE should also be used if close contact is necessary. Further information is available at: Use of PPE in education, childcare and children's social care - GOV.UK (www.gov.uk).</p> <p>Symptomatic child will be moved to the medical room which is used as the isolation area until parent arrives for collection.</p> <p>Any rooms used must be cleaned after they have left. The Government guidance for cleaning non-healthcare settings MUST be followed: COVID-19: cleaning in non-healthcare settings outside the home - GOV.UK (www.gov.uk)</p> <p>Everyone MUST wash their hands thoroughly for 20 seconds with soap and running water after any contact with someone who is unwell.</p> <p>If storing waste, prior to disposal due to confirmed or suspected COVID-19 ensure this does not create any additional hazards:</p> <ul style="list-style-type: none"> • Fire risk • Impede emergency exit routes • Trip hazard • Away from pupils <p>The household (including any siblings) should follow the current guidance for households with possible or confirmed coronavirus (COVID-19) infection.</p> <p>Asymptomatic testing Testing remains important in reducing the risk of transmission of infection within schools. That is why, whilst some measures are relaxed, others will remain, and if necessary, in response to the latest epidemiological data, we all need to be prepared to step measures up or down in future depending on local circumstances.</p> <p>Staff should undertake twice weekly home tests whenever they are on site until the end of September, when this will be reviewed.</p> <p>Secondary schools should also retain a small asymptomatic testing site (ATS) on-site until further notice so they can offer testing to pupils who are unable to test themselves at home.</p> <p>Confirmatory PCR tests Staff and pupils with a positive LFD test result should self-isolate in line with the current guidance..</p>				

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		<p>They will also need to get a free PCR test to check if they have COVID-19: Get a free PCR test to check if you have coronavirus (COVID-19) - GOV.UK (www.gov.uk)</p> <p>Whilst awaiting the PCR result, the individual should continue to self-isolate.</p> <p>If the PCR test is taken within 2 days of the positive lateral flow test, and is negative, it overrides the self-test LFD test and the pupil can return to school, as long as the individual doesn't have COVID-19 symptoms.</p> <p>Additional information is available via: Coronavirus (COVID-19): test kits for schools and FE providers - GOV.UK (www.gov.uk)</p>				
Pupils identified as at increased risk and exposed to COVID-19.	Individuals may be exposed to COVID-19.	<p>All clinically extremely vulnerable (CEV) children and young people should attend their education setting unless they are one of the very small number of children and young people under paediatric or other specialist care who have been advised by their clinician or other specialist to not attend.</p> <p>Further information is available at: Supporting pupils with medical conditions at school - GOV.UK (www.gov.uk).</p> <p>G. WILLIS - SENDCO to communicate appropriately with their most vulnerable children and health care plans updated where necessary.</p> <p>Additional arrangements implemented to support medical needs of pupils who will be attending schools and documented within health care plans.</p> <p>Health care plans and arrangements for supporting medical needs of pupils to be communicated to relevant persons only.</p> <p>Updated health care plans to be signed by parent / carer.</p> <p>Assess the need for PPE / RPE to facilitate any close contact personal care, or procedures that create airborne risk (e.g. suctioning and physiotherapy).</p> <p>Further guidance is available at: Use of PPE in education, childcare and children's social care - GOV.UK (www.gov.uk)</p> <p>If RPE is required, training and face-fit testing will be required. In this instance please email the NCC H&S Team for assistance at hands@nottsc.gov.uk.</p>				

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Symptomatic individuals attending school.	Individuals may be exposed to COVID-19.	<p>In most cases, parents and carers will agree that a pupil with symptoms should not attend the school, given the potential risk to others.</p> <p>If a parent or carer insists on a pupil attending your school, you can take the decision to refuse the pupil if, in your reasonable judgement, it is necessary to protect other pupils and staff from possible infection with COVID-19. Your decision would need to be carefully considered in light of all the circumstances and current public health advice.</p>				
Staff identified as at increased risk and exposed to COVID-19.	Individuals may be exposed to COVID-19.	<p>School leaders are best placed to determine the workforce required to meet the needs of their pupils.</p> <p>Clinically extremely vulnerable (CEV) people are advised, as a minimum, to follow the same guidance as everyone else. It is important that everyone adheres to this guidance, but CEV people may wish to think particularly carefully about the additional precautions they can continue to take.</p> <p>Further guidance is available at: COVID-19: guidance on protecting people defined on medical grounds as extremely vulnerable - GOV.UK (www.gov.uk)</p> <p>Social distancing measures have now ended in the workplace and it is no longer necessary for the government to instruct people to work from home. Employers should be able to explain the measures they have in place to keep CEV staff safe at work.</p> <p>Line Managers to discuss medical needs disclosed by staff and support mechanisms implemented.</p> <p>If an employee is deemed vulnerable is and requires additional risk controls, then a specific individual risk assessment MUST be completed by a suitably trained person. The F45-1 risk assessment template can be used to facilitate this process.</p> <p>The requirement remains to complete a risk assessment for new and expectant mothers. The template SR14 new and expectant mothers at work checklist can be used to facilitate this process.</p> <p>Both the F45-1 and SR14 risk assessment templates are available on the Nottinghamshire Schools Portal at: https://www.nottinghamshire.gov.uk/schoolsportal/health-and-safety/risk-assessment</p> <p>Any individual risk assessments for staff MUST be completed in conjunction with the employee and manager. Regular communication for both parties to discuss</p>				

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		<p>concerns and additional / reduced control measures. The risk assessment MUST be reviewed by both the employee and manager regularly and updated to reflect any changes to arrangements.</p> <p>The Health and Safety Executive (HSE) has published guidance:</p> <ul style="list-style-type: none"> • Protect vulnerable workers - Working safely during the coronavirus (COVID-19) pandemic (hse.gov.uk) • Talking with your workers about preventing coronavirus (COVID-19) - Overview (hse.gov.uk) 				
Increased risk of exposure to COVID-19 during educational visits.	Individuals may be exposed to COVID-19.	<p>Given the likely gap in COVID-19 related cancellation insurance, if you are considering booking a new visit, whether domestic or international, you are advised to ensure that any new bookings have adequate financial protection in place.</p> <p>We continue to recommend you do not go on any international visits before the start of the autumn term. From the start of the new school term, you can go on international visits that have previously been deferred or postponed and organise new international visits for the future.</p> <p>You must be aware that the travel list (and broader international travel policy) is subject to change and green list countries may be moved to amber or red. The travel lists may change during a visit and you must comply with international travel legislation and should have contingency plans in place to account for these changes.</p> <p>You should speak to either your visit provider, commercial insurance company, or the risk protection arrangement (RPA) to assess the protection available. Independent advice on insurance cover and options can be sought from the British Insurance Brokers' Association (BIBA) or Association of British Insurers (ABI). Any school holding ATOL or ABTA refund credit notes may use these credit notes to rebook educational or international visits.</p> <p>You must undertake a full and thorough risk assessment in relation to all educational visits and ensure that any public health advice, such as hygiene and ventilation requirements, is included as part of that risk assessment.</p> <p>General guidance about educational visits is available via: Health and safety on educational visits - GOV.UK (www.gov.uk)</p> <p>This is supported by specialist advice from the Outdoor Education Advisory Panel (OEAP): https://oeapng.info</p>				

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Failure to manage and implement COVID-19 controls during wraparound provision and extra-curricular activity.	Individuals may be exposed to COVID-19.	<p>More information on planning extra-curricular provision can be found in the guidance: Protective measures for holiday or after-school clubs and other out-of-school settings for children during the coronavirus (COVID-19) outbreak - GOV.UK (www.gov.uk)</p> <p>A specific risk assessment must be completed for wraparound provision and extra-curricular activities outlining control measures to manage the risks associated with COVID-19.</p>				
Inadequate management of contractors and / or visitors increasing risk of COVID-19 exposure and transmission.	Individuals may be exposed to COVID-19.	<p>Key control measures and ways of working within the school environment are discussed with visitors / contractors on arrival.</p> <p>Contractor induction form (SR77) completed with contractors on arrival at site and a record maintained.</p> <p>D. Crampton, C. Whitehead or D. Whitehead (Site Team) to conduct contractor induction and maintain a record.</p> <p>Signage will be displayed around school to indicate any local arrangements e.g. for parents and visitors on arrival to site.</p> <p>Avoid shaking hands with colleagues and visitors.</p> <p>Parents provided with information about changes to pupil drop off / collection and timetable for the school day via email, text, internet</p>				
Lack of essential supplies, including PPE, cleaning materials and hygiene products may increase the risk of COVID-19 transmission.	Individuals may be exposed to COVID-19.	<p>Local supply chains MUST be used to source PPE, cleaning materials and hygiene products.</p> <p>Assurance of a secure supply chain to be in place for essential supplies prior to reopening.</p> <p>Discuss with contractor agencies (for e.g. cleaning and catering) to ensure that processes are in place for the supply of materials and provision of service.</p> <p>Emergency plans in place to for if there is an unmet urgent need for PPE, cleaning materials and hygiene products to operate safely.</p> <p>M. Ellerby (Cleaning Supervisor) / Site Team will be responsible for checking stocks of PPE, cleaning materials and hygiene products throughout the day.</p> <p>D. Crampton / M. Ellerby will be responsible for ordering and sourcing stocks of PPE, cleaning materials and hygiene products.</p>				

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		Where there is an unmet urgent need for PPE please contact your local authority. Within Nottinghamshire please email ppe@nottsc.gov.uk for assistance.				
Risk of fire and delayed evacuation due to insufficient fire safety management.	Serious injury / ill-health / death in the event of a fire.	<p>Review the fire risk assessment to take into account any changes to the use of building and / or rooms within it.</p> <p>Consider any new fire hazards which may have been introduced, e.g. increased supplies of PPE (source of fuel / block exits), alcohol hand gel (flammable – kept away from heat sources) etc.</p> <p>Doors propped open (to minimise contact and aid ventilation) MUST be closed on sounding of the fire alarm (during emergency evacuation) and at the end of the school day (overnight).</p> <p>Fire doors MUST not be propped open.</p> <p>Fire evacuation routes to be kept clear at all times.</p> <p>Safe egress from the building MUST be considered during any reconfiguration of room layout / usage.</p> <p>Changes to fire evacuation procedures or roles supporting fire evacuation (wardens / marshals absent) will be communicated to all staff via email, meetings, internet</p> <p>Fire drill to be completed termly or following changes and a record maintained in the fire log book.</p> <p>Personal Emergency Evacuation Plans (PEEPs) MUST be reviewed to ensure support can be provided to staff and pupils.</p> <p>Contingency plans in place for alternative support for PEEPs due to staff absence.</p> <p>Alcohol hand gel MUST not be kept in cars due to fire risk in hot temperatures.</p> <p>Site Team will be responsible for daily checks of the school building to ensure fire evacuation routes are kept clear.</p> <p>G. Willis (SENDSCO) will be responsible for reviewing PEEPs regularly and amending support plans as required.</p>				

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Inadequate first aid provision in school.	Injury or ill-health suffered as a result of inadequate first aid provision or incorrect first aid treatment.	<p>Adequate number of first aiders, emergency first aiders, paediatric first aiders available in school.</p> <p>A specific risk assessment to be produced to assess the first aid provision in school. To be reviewed regularly and updated following any changes to staffing, pupil numbers etc.</p> <p>Specific first aid risk assessment to include consideration for additional RPE/PPE required to facilitate care. Where a need is identified these items must be available and staff informed of requirements.</p> <p>If the need for PPE/RPE is required, then staff must be trained in the safe putting on and removal of items.</p> <p>If RPE is required, training and face-fit testing will be required. In this instance please email the NCC H&S Team for assistance at hands@nottsc.gov.uk.</p> <p>Training issued and refreshed continually to first aiders.</p> <p>First aid kits suitably stocked, located and checked routinely.</p> <p>School awareness of method for contacting emergency services.</p>				
Staff experience violence, verbal abuse and aggression from parents / pupils / visitors / contractors / members of the public.	Stress, anxiety and physical injuries (cuts, bruising, fractures) if abusive incidents occur.	<p>Adequate supervision and awareness of pupil behaviours at all times.</p> <p>Staff received Coping with Risky Behaviours (CRB) training as necessary.</p> <p>Awareness of safeguarding pupils reporting procedures and designated safeguarding officer.</p> <p>Parents / visitors / members of the public informed that abusive behaviour will not be tolerated.</p> <p>All incidents where staff experience violence, verbal abuse or aggression MUST be reported on Wellworker as "physical violence" or "verbal abuse or threat". Wellworker can be accessed via: https://nottsc-safety.oshens.com/login/default.aspx?ClassicSession=clear&CountrySet=true</p>				
Additional Notes						

Control Improvements/Developments				
Action No.	Recommended additional control measures	Responsibility	Target Date	Date Completed
1	Constant monitoring of the C-19 situation via HSE/NCC H&S and Media	NOVA/SLT	ON-GOING	14/09/2021
2.	See additional guidance from the HSE	NOVA.SLT	ONGOING	29/11/2021
3.	Implementation of guidelines issued on Jan.19 th 2022	NOVA/SLT	26/01/2022	20/01/2022
			Click or tap to enter a date.	Click or tap to enter a date.

Additional info, (Jan.19th 2022) – see prefix page 1.

[COVID NOV.2021 Schools guidance update for Omicron - 29 Nov.pdf](#)

Signature of Assessor: D. CRAMPTON	Date: 19/01/2022
Signature of Person Authorising: C. FISHER	Date: 20/01/2022

Potential Severity of Harm	Major	Tolerable	Substantial	Substantial
	Minor	Trivial	Tolerable	Substantial
	Negligible	Trivial	Trivial	Tolerable
		Rare	Possible	Almost Certain
Likelihood of Harm Occurring				

Definitions	
Substantial	Take appropriate action within agreed period
Tolerable	Monitor Situation
Trivial	No Action Required

Reviews – this assessment should be reviewed at intervals no greater than 12 months or if there are changes to the procedures, personnel, work environment or following an incident								
Review Date	Comments/Amendments	Reviewed By	Signature		Review Date	Comments/Amendments	Reviewed By	Signature
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