


## Risk Assessment

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Risk Assessment for the activity of	Attending Southampton Pride 2025		Date	06/08/2025
Group Name	University of Southampton LGBTQ+ Society	Assessor	Luke Brown – events Officer	
Supervisor	Raphael Rafferty – President	Signed off	N/A, please upload to groupshub for digital sign-off by SUSU Activities team	
Description of event/activity	<p><i>We will assemble in Queen’s Park at 10:30 and speak to event organisers. Next we will take place in the march from Queen’s Park to Guildhall Square where Southampton Pride is taking place. We will listen to music, peruse the stalls and eat lunch. The event will end at 15:00</i></p> 			

<b>PART A</b>										
<b>(1) Risk identification</b>			<b>(2) Risk assessment</b>				<b>(3) Risk management</b>			
<b>Hazard</b>	<b>Potential Consequences</b>	<b>Who might be harmed  (user; those nearby; those in the vicinity; members of the public)</b>	<b>Inherent</b>			<b>Control measures (use the risk hierarchy)</b>	<b>Residual</b>			<b>Further controls (use the risk hierarchy)</b>
			<b>Likelihood</b>	<b>Impact</b>	<b>Score</b>		<b>Likelihood</b>	<b>Impact</b>	<b>Score</b>	
<b>Adverse weather</b>	Hypo- or hyperthermia, illness, injury, slipping, burns	Event organisers, event attendees,	<b>3</b>	<b>4</b>	<b>12</b>	Lead organiser to check the weather are suitable for activities on the day  Warn those attending to prepare by wearing appropriate clothing and footwear e.g. via social media posts, email invites  In the case of hot weather organisers to advice participants to bring/wear appropriate level sunscreen, and to hydrate	<b>2</b>	<b>2</b>	<b>4</b>	If adverse weather is too extreme to be controlled, the event should ultimately be cancelled or postponed to a different date Contact emergency services if needed All incidents are to be reported on the as soon as possible ensuring the duty manager/health and safety officer have been informed. Follow <a href="#">SUSU incident report policy</a>



<b>Fire</b>	Smoke inhalation, burns and more severe. Risk of extreme harm.	All participants	1	5	5	<p>Those leading the session must ensure they are aware of and fully understand the venue or locations fire procedures.</p> <p>Those leading must make sure that all exit routes are clearly highlighted and report any issues immediately to the venue.</p> <p>Highlight to all the participants the nearest emergency exit routes at the start of a session, and the importance of leaving calmly in case of an emergency.</p> <p>Avoid build-up of debris in the activity area</p> <p>Consider accessibility requirements</p>	1	4	4	<p>In case of an emergency, please pull nearest fire alarm and ensure all participants leave the venue calmly and safely. Once in a safe position to do so, call the emergency services on 999.</p> <p>Any incidents need to be reported as soon as possible ensuring duty manager/health and safety officers have been informed. Follow SUSU incident report policy.</p>
<b>Travel by foot</b>	Disturbance to neighbourhood, participants getting lost, increased risk to personal safety, vehicle collision causing serious injury	All attendees	4	3	12	<p>Members are responsible for their individual safety and are expected to act sensibly</p> <p>local venues known to UoS students chosen</p>	2	3	6	Where possible venues chosen for socials will be local/known to members and within a short distance from each other.

					<p>Event organisers will be available to direct people between venues</p> <p>Attendees will be encouraged to identify a 'buddy', this will make it easier for people to stay together</p> <p>They will be encouraged (but not expected) to look out for one another and check in throughout the event where possible.</p> <p>Avoid large groups of people totally blocking the pavement or spilling in to the road.</p> <p>Anybody in the group who appears unwell and therefore not safe should be encouraged to go home ideally with someone else. If required a taxi will be called for them (ideally SUSU safety bus will be used, or radio taxis).</p>			<p>Contact emergency services as required 111/999</p> <p>Incidents are to be reported on the as soon as possible ensuring the duty manager/health and safety officer have been informed.</p> <p>Follow <a href="#">SUSU incident report policy</a></p>
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<b>Overcrowding</b> due to nature of demonstration event	Physical injury	All attendees	2	3	6	<p>Do not push/shove</p> <p>If large crowds form, barriers can be requested by SUSU facilities team (if available on the day) to assist with crowd management.</p> <p>Book during quieter times when less activities taking place on Redbrick/book all available space</p> <p>Inform other bookings on the Redbrick/in the area of the event</p> <p>With support from a SUSU Activities coordinator, inform UoS security team of the event (– on campus 3311, off campus 02380 593311. <a href="mailto:unisecurity@soton.ac.uk">unisecurity@soton.ac.uk</a>) and liaise with them on need for security teams on the day</p>	1	3	3	<p>Seek medical attention if problem arises</p> <p>Report incidents via SUSU incident report procedure</p>
<b>Counter protest, discrimination against the demonstration/Campaign</b>	Distress due to threatening/ aggressive behaviour, injury due to assault/violence	All attendees	2	4	8	<p>Leaders to advise all participants to not engage/respond to any protests, aggressive behaviour- if safe to do so</p>	1	4	4	<p>Committee to contact event organisers / police if necessary</p>

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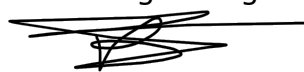
PART A										
(1) Risk identification			(2) Risk assessment				(3) Risk management			
Hazard	Potential Consequences	Who might be harmed  (user; those nearby; those in the vicinity; members of the public)	Inherent			Control measures (use the risk hierarchy)	Residual			Further controls (use the risk hierarchy)
			Likelihood	Impact	Score		Likelihood	Impact	Score	
						will encourage group to move on and remove themselves from situation- The event will be ended and students advised to return to campus if this continues  Prior information about event and what to expect given out so participants know what to expect via Facebook/social media posts  Participants made aware they could join and leave the event at any time.				

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Members getting separated, lost or exhausted on walk	Poor experience for members with disabilities Distress exhaustion	All attendees	3	3	9	<p>Committee to check in with attendees for any additional requirements.</p> <p>Committee to inform event organisers if an attendee requires assistance</p> <p>Committee to take front and back positions of group during march, and check in with attendees regularly.</p> <p>Committee to establish a meetup point and time for Guildhall Square prior to the event, such that a separated attendee or latecomer may find the group.</p>	2	2	4	In the event of medical emergency, notify a marshal to remove an attendee from the march group and contact medical staff.

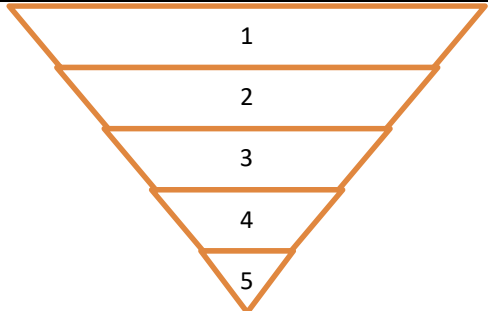
**PART B – Action Plan****Risk Assessment Action Plan**

Part no.	Action to be taken, incl. Cost	By whom	Target date	Review date	Outcome at review date
	Inform members of march route and meetup point	Luke brow – Events Officer	22/08/25		

Responsible manager's signature:  Print name: Luke Brown Date: 06/08/25	Responsible manager's signature:  Print name: Raphael Rafferty Date: 06/08/25
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## Assessment Guidance

1. Eliminate	Remove the hazard wherever possible which negates the need for further controls	If this is not possible then explain why	
2. Substitute	Replace the hazard with one less hazardous	If not possible then explain why	
3. Physical controls	Examples: enclosure, fume cupboard, glove box	Likely to still require admin controls as well	
4. Admin controls	Examples: training, supervision, signage		
5. Personal protection	Examples: respirators, safety specs, gloves	Last resort as it only protects the individual	

LIKELIHOOD	5	5	10	15	20	25
	4	4	8	12	16	20
	3	3	6	9	12	15
	2	2	4	6	8	10
	1	1	2	3	4	5
	1	2	3	4	5	
	IMPACT					

### Risk process

1. Identify the impact and likelihood using the tables above.
2. Identify the risk rating by multiplying the Impact by the likelihood using the coloured matrix.
3. If the risk is amber or red – identify control measures to reduce the risk to as low as is reasonably practicable.
4. If the residual risk is green, additional controls are not necessary.
5. If the residual risk is amber the activity can continue but you must identify and implement further controls to reduce the risk to as low as reasonably practicable.
6. If the residual risk is red do not continue with the activity until additional controls have been implemented and the risk is reduced.
7. Control measures should follow the risk hierarchy, where appropriate as per the pyramid above.
8. The cost of implementing control measures can be taken into account but should be proportional to the risk i.e. a control to reduce low risk may not need to be carried out if the cost is high but a control to manage high risk means that even at high cost the control would be necessary.

Impact		Health & Safety
1	Trivial - insignificant	Very minor injuries e.g. slight bruising
2	Minor	Injuries or illness e.g. small cut or abrasion which require basic first aid treatment even in self-administered.
3	Moderate	Injuries or illness e.g. strain or sprain requiring first aid or medical support.
4	Major	Injuries or illness e.g. broken bone requiring medical support >24 hours and time off work >4 weeks.
5	Severe - extremely significant	Fatality or multiple serious injuries or illness requiring hospital admission or significant time off work.

Likelihood	
1	Rare e.g. 1 in 100,000 chance or higher
2	Unlikely e.g. 1 in 10,000 chance or higher
3	Possible e.g. 1 in 1,000 chance or higher
4	Likely e.g. 1 in 100 chance or higher
5	Very Likely e.g. 1 in 10 chance or higher

