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| **Risk Assessment** | | | | |
| **Risk Assessment for the activity of** | **Climate Strike Redbrick- Extinction Rebellion Society** | | **Date** | **04/03/2020** |
| **Unit/Faculty/Directorate** | **Extinction Rebellion Society** | **Assessor** | **Corin Holloway**  **Extinction Rebellion** | |
| **Line Manager/Supervisor/President** |  | **Signed off** |  | |

| ***PART A*** | | | | | | | | | | |
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| **(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** | | |  | **Residual** | | | **Further controls (use the risk hierarchy)** |
| **Likelihood** | **Impact** | **Score** | **Control measures (use the risk hierarchy)** | **Likelihood** | **Impact** | **Score** |
| Adverse Weather | Injury  Illness  Slipping | All who attend | **4** | **2** | **8** | Check weather reports prior to event  Warn those attending to prepare by wearing appropriate clothing  Lead organiser to check the weather are suitable for activities on the day | 4 | **1** | **4** | If adverse weather is too extreme to be controlled, the event can ultimately be changed to a different date |
| Slips, trips and falls | Physical injury | Customers and volunteers | **1** | **4** | **4** | All boxes and equipment to be stored under a table/away from main area  Floors to be kept clear and dry, and visual checks to be maintained throughout the event by organizers.  Extra vigilance will be paid to make sure that any spilled food products/objects are cleaned up quickly and efficiently in both areas. | **1** | **4** | **4** | Seek medical attention from SUSU Reception if in need |
| Table and chairs at climate strikes | Bruising or broken bones from tripping over table and chairs. | Stall operators | 2 | 3 | 6 | Make stall operators aware of the potential risks  Ensure that 2 people carry tables.  Setting up tables will be done by organisers.  Work in teams when handling other large and bulky items. | 1 | 3 | 3 | Seek assistance if in need of extra help from facilities staff if needed |
| Overcrowding at protests | Physical injury | Volunteers/passers-by/customers | 1 | 3 | 3 | Do not push/shove  If large crowds form, barriers can be requested by SUSU facilities team (if available on the day) to assist with crowd management.  Book during quieter times when less activities taking place on Redbrick/book all available space | 1 | 3 | 3 | Seek medical attention if problem arises  Inform University security of the event  Inform other bookings on the Redbrick of the event |
| Disturbance to public, students and staff during climate strikes | Conflict, noise, crowds | Participants, event organisers | 2 | 2 | 4 | Events planned for redbrick avoiding residential areas  UoS Security Teams informed of the event  Everybody will be encouraged to stay together as a group  shouting, chants, whistles etc. will be kept to a minimum around busy university buildings and residential areas | 1 | 2 | 2 | University Security 24 hours – on campus 3311, off campus 02380 593311. [unisecurity@soton.ac.uk](mailto:unisecurity@soton.ac.uk) |
| Counter protest, discrimination against protests on campus | Assault, Violence or threatening/ Aggressive Behaviour | Participants | **2** | **4** | **8** | Events planned for Highfield campus- a route well signposted and known for students  Leaders to advise all participants to not engage/respond to any protests, aggressive behaviour- if safe to do so 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.  Ensure that people are aware that this is an open space for discussion to discourage protest. | **1** | **4** | **4** | Event organisers to call University Security if necessary.  Emergency contact number for Campus Security: Tel: +44 (0)23 8059 3311  (Ext: 3311)  Building 32, University Road Highfield Campus.  Any incidents will be reported via UoS reporting tools  Contact emergency services if needed  Organisers will, following the event, share relevant information on support/signpost via social media channels etc. |
| Improperly prepared food | Food poisoning | Persons consuming the food | 3 | 2 | 6 | Completion of level 2 Food hygiene course and general care when cooking food  Make stall operators aware of the potential risks  Good food preparation guidelines will be followed including: washing hands, using ingredients from a reputable supplier, long hair tied back, jewellery removed, clean bowls, surface & utensils. Protect food from cross contamination, cakes containing cream stored in fridge, food stored in sealable clean containers.  No home baking that requires refrigeration e.g. fresh cream cakes.  Appropriate storage containers used for all home baking.  People who are preparing and giving our food items will not be suffering from any illnesses.    Ask customer to take item they want, so avoid volunteers handling items and money  Food handler should use tongs or wear appropriate gloves if items are not pre-wrapped. | 1 | 2 | 2 | Make sure none of the stall operators are ill  All stall holders and bakers will follow food safety and hygiene procedures: Copy of certificate must be provided to the Activities Coordinator |
| Food | Choking on the food | Persons consuming the food | 1 | 5 | 5 | Make volunteers/participants ware aware of the potential risks  Encourage- sitting/standing still while eating  Avoid whole nuts | 1 | 3 | 3 | Seek assistance from SUSU Reception  Call 999 as required |
| Food | Allergic reactions to food | Persons consuming the food | 2 | 5 | 10 | Ensure organisers have details of all the ingredients of food items being handed out  .  If the food items may contain or do contain any common allergens, e.g. nuts, signs will be displayed or attendees verbally notified of this:  ‘Products may contain nuts or nut extract…’ | 1 | 5 | 5 | Seek assistance from SUSU Reception  Call 999 as required |
| Arrest | Imprisonment, reduced job prospects, removal from University | Members | 2 | 4 | 8 | Run non-violent direct action trainings before big actions. Instruct people not to talk to police, replu no comment and not accept a caution. Make it clear that people don’t have to do arrestable things if they don’t feel comfortable and that they can usually walk away from police when approached without consequence. | 2 | 4 | 8 |  |
| Running non-violent direct action training | Trips and falls, food poisoing, stress, misinformation | Members, trainers | 2 | 3 | 6 | Follow all the instructions above around slips, trips, falls and food poisoning.  Warn about stressful roleplays involving angry members of public or police. Make sure not to give out any legal information from memory, read from a script or direct members to online resources around risks. | 1 | 2 | 2 |  |
| Samba drumming | Deafness, hit by instruments, slips, trips, falls. | Band, those in vicinity | 3 | 4 | 12 | Make sure band members have earplugs. Follow slips, trips, falls instructions with instruments. | 2 | 3 | 6 |  |

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| ***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** | |
| 1 | Weather check, committee will be keeping an eye on the weather forecast and will confirm if the event can go ahead |  |  | |  | |  | |
| 2 | UoS Security Team or police informed of demonstration dates and times |  |  | |  | |  | |
| 4 | Demonstration purpose shared with participants-shared via social media channels |  |  | |  | |  | |
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| Responsible manager’s signature: | | | | | Responsible manager’s signature: | | | |
| Print name: | | | | Date: | | Print name: | | Date |

**Assessment Guidance**

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

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| **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** | | | | |

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| 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. |

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.

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| 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 |