



RISK ASSESSMENT

Activity:	INDIVIDUAL - AVENUES 1 & 2	Prepared by:	H&S Co-coordinators SL & VD
		Assessed by SLT:	
Location:	AVENUES & ROSEWOOD FREE SCHOOL	Date of Assessment	November 2023
		Review Date:	November 2025

Individual - Hazard	Who might be harmed?	Hazards identified which may cause harm – consequences	Existing Level of Risk	Existing Control Measure and Precautions Taken	Additional Control Measures or Further Action Required	Remaining level of Risk
Task requires unusual strength or working at height	Staff, Learners, third parties	Illness or sickness. Fatigue. Change in lifestyle. Mental health issues. Staff not planning & preparing. Musculoskeletal damage.	High - 24	Staff M&H trained. Always 2 people to hoist or move a Learner unless specified in individual risk assessment. Individual capability accounted for during this individual risk assessment. Handling plans to hand. Moving aids made available. Safe working practice put in place. Staff to work at floor level height unless ladder use trained.	Disciplinary action in place as consequence. Staff planning & preparing. Fitness levels discussed during M&H induction.	Med - 8
Task requires undue repetition, stooping, twisting, bending, working at a distance from body	Staff, Learners, third parties	Untrained staff. Staff not fully understanding the consequences of their actions. Staff not planning & preparing. Causing musculoskeletal damage.	High - 20	All activities limited to avoid undue repetition, stooping, twisting. If activity can be avoided it would be eliminated. Mechanical aid used where possible. Body awareness with M&H training. Refer to M&H training.		Low - 5



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Individual - Hazard	Who might be harmed?	Hazards identified which may cause harm – consequences	Existing Level of Risk	Existing Control Measure and Precautions Taken	Additional Control Measures or Further Action Required	Remaining level of Risk
Are staff trained to do task?	Staff, Learners, third parties	Untrained staff. Misguided enthusiasm causing increased unnecessary incidents & accidents and injuries.	Med -32	All staff M&H trained and attend refresher yearly. All staff trained before using equipment, moving & handling techniques, and hoist systems. Only competent staff member to complete certain tasks.	Disciplinary action in place as consequence. Extra training when hazards or issues arise. Knowledge of learners and situation will develop in time.	Med - 8
Is there a risk to pregnant workers or health problems?	Staff, Learners, third parties	Susceptible to muscle, skeletal & ligament injury & back strains. Dehydration, heat exhaustion or fainting during hydro. Fatigue. Individual health problems being ignored.	High -20	Separate risk assessments for pregnant workers. Individual pregnancy needs taken in to account. Individual risk assessments taken into account – staff to abide to it. Drinking facilities available in school.	Communication between colleagues if staff member felt they were unable to complete an activity or request.	Low - 5
Inappropriate appearance, clothing, or footwear	Staff, Learners, third parties	Long hair or long nails. Excessive jewellery. Unsuitable clothing – baggy clothing, scarfs etc. Unsuitable foot ware – unstable balance, open toed, backless.	High - 20	Hair tied back. All staff verbally advised on school jewellery, clothing & footwear policy when M&H trained. Clothing & footwear policy to hand in staff room & on server. No long or artificial nails during school.	Disciplinary action in place as consequence.	Low - 5
High likelihood of risk – Likely to occur immediately or in the near future Medium likelihood of risk – will occur in time if no preventative action is taken Low likelihood of risk – Remote or unlikely to occur						



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Date Reviewed	Comments
	Initial assessment
November 2019	Annual update
November 2021	Annual update
November 2023	Annual update