

**RISK ASSESSMENT FINDINGS**

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| **Department/Service** |  |
| **Date** |  |
| **Assessor** |  |
| **Approved By** |  |
| **Review Date** |  |

**Relevant Legislation:**

The Management of Health and Safety at Work Regulations 1999

**RISK ASSESSMENT RECORD**

**ACTIVITY and/or ENVIRONMENT TO BE ASSESSED: Industrial Action**

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| **KEY (People at risk)** | **Likelihood (L)** | **Severity (S)** | **Risk Calculation** | **Risk Rating** |
| E = Employee YP = Young Persons  P = Public  C = Contractors  V = Visitors  EM = Expectant Mothers | 1. Very Low (rare/very unlikely)  2. Low (unlikely)  3. Medium (could occur/possible)  4. High (likely to occur/probable)  5. Very High (near certain to occur) | 1. Insignificant (nuisance/discomfort)  2. Minor (no lost time)  3. Moderate (time loss)  4. Significant (serious/incapacity to work)  5. Major (Death) | Likelihood x Severity  =  Rating | **1- 6** **LOW RISK** Monitor   * 1. **MEDIUM RISK** Monitor, review & reduce risk where possible   **14-25** **HIGH RISK** Further Action Required |

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| **1.Hazards Identified and potential harm it could cause** | **2. People**  **At Risk** | **3.Controls in Place** | **4.Risk Rating** | | | | **5. Further Action Required/ Recommendations** | **6.Target Date for Completion** |
| **L** | **S** | **Score** | **Risk** |

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| Number of staff reduced significantly during period of industrial action affecting supervision of pupils and site/pupil security. |  | * Consider the number of staff who may be participating in industrial action and whether pupil safety and security can be maintained * Consider closure of certain buildings/departments/areas of the school site to ensure pupils are adequately supervised and the site is safe. * Consider the utilisation of other staff e.g. Agency cover/other staffing options. * Consider the partial closure of school if necessary e.g. school closed to specific year groups with homework set in advance. * Consider a shortened school day on the days of industrial action (e.g. if support staff are participating in action). * Maintain communication with the Local Authority regarding the impact of industrial action on the School and pupils. * Maintain communication with parents/carers regarding school opening times / closure details etc. * Consider contingencies for catering, break time supervision, transport etc. in the event of ancillary staff action. * If a school has to close for some or all pupils on a strike day, the **Y** code should be used for pupils who are not required to attend. Pupils who are required to attend should be marked down in the usual way. |  |  |  |  | Refer to Business Continuity Plan  Contact School Organisation in advance of industrial action to inform if the school will be staying open and complete the electronic notification of closure /partial closure form on the day of closure (contact Communications Manager) in advance of industrial action  Contact the HR Service Centre (hrpgenenq@rotherham.gov.uk) in advance of industrial action to inform if the school will be staying open or not |  |
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