

**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 PersonsP = Public C = ContractorsV = VisitorsEM = 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 PlanContact 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 actionContact 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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