

GENERAL RISK ASSESSMENT TEMPLATE – Leisure Centres Phase 3

LOCATION:	Leisure Centres	DEPARTMENT:	Sport and Culture	SERVICE AREA:	Sport and Leisure	TEAM:	Leisure Centres
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WHO IS AFFECTED BY THE RISKS? (e.g. employees, members of the public, tenants, contractors, trainees etc.)	General Public
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HOW MANY ARE AFFECTED? (e.g. one person, 2-5, 6- 10, 11-50, 51-100)	51-100 per site	ASSESSMENT DATE:	09/03/21
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Before completing this Risk Assessment template, Managers must understand the requirements identified within the Corporate Safety Manual - *Safety Policy & Arrangements - 'Risk Assessment'*

ACTIVITY / AREA OF ASSESSMENT	HAZARD/S	EXISTING CONTROL MEASURES	RISK RATING SEVERITY (S) x LIKELIHOOD (L)			ADDITIONAL CONTROL MEASURES REQUIRED TO REDUCE THE RISK	ADDITIONAL ACTIONS ASSIGNED TO AND DATE TO BE COMPLETED
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See reverse side for explanation of risk assessment, activity / area of assessment, hazard, risk, control measures, severity, likelihood, risk rating.

			S	L	RR		
						Name	Date
Pre-opening Maintenance and inspections	Unsafe conditions/ equipment Legionella	Essential maintenance completed before re-opening	1	1	1		
		Statutory inspections completed and up to date	1	1	1		
		Water systems that have not been regularly flushed to be disinfected Legionella flushing regimes to be re-instated. Particular attention paid to flushing in unused areas	3	1	3		

Pre-opening	Spread of Covid 19 whilst visiting Leisure Centre	<p>All areas to be deep cleaned ahead of opening</p> <p>General Managers to instigate new cleaning/disinfection rotas. AM's to rigorously enforce</p> <p>Regular touch points to be identified and cleaning/sanitisation/disinfection regime to be implemented by GM's and rigorously enforced by AM's</p> <p>Cleaning checks to be displayed on walls. AM's to rigorously enforce completion</p> <p>Cleaning programme to be reviewed on a 3 monthly basis</p>	2	1	2			
Air flow in building	Spread of Covid 19	<p>Windows/doors open to allow for fresh air flow around building</p> <p>Recirculation of air to be minimised. Fresh air intake should be maximised</p> <p>whilst maintaining acceptable internal environmental conditions</p>	2	1	2			
Government/PHE guidelines	Spread of Covid 19 whilst visiting Leisure Centre	To be followed at all times and updates to be implemented as soon as reasonably practicable	2	1	2			

Arrival at Leisure Centre	Spread of Covid 19 whilst visiting Leisure Centre	<p>Sign on door and on website asking customers not to visit/enter if they feel ill.</p> <p>New customer agreement will include information about not attending if they are showing any COVID symptoms.</p> <p>Sign on door advising not to enter the Centre unless they are a customer with a confirmed booking</p> <p>Customers to be advised to arrive no earlier than 10 minutes before activity start time</p> <p>Queueing system in place at entrance</p> <p>Social distancing guidelines to be complied with at all times</p> <p>Alcohol based hand sanitiser to be available on arrival/departure and at clearly accessible/ designated points.</p> <p>Sign at door and request for customers to wear face coverings except when exercising (unless exempt as per Govt. guidelines)</p>	2	1	2			
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Reception Area	Spread of Covid 19 whilst visiting Leisure Centre	See separate site flow risk assessment Leaflet racks to be emptied in phase 3 Notice boards emptied of all but essential information to minimise pinch points Hair driers and straighteners to be taken out of action in phase 3 to minimise pinch points				See Site Flow Risk Assessment Revised 04.03.21		
Lost Property	Spread of Covid 19	Lost property found at Leisure Centre to be disposed of in the bin at time of find. No property left behind at the Leisure Centre to be retained by the Leisure Centre unless it is obviously of value or of an obvious sentimental value. Asst Manager/supervisor to make any final decision on disposal at time	1	1	1			
Health suites	Spread of Covid 19 whilst visiting Leisure Centre	Closed in phase 3	1	1	1			
Dry Side Changing rooms/showers	Spread of Covid 19 whilst visiting Leisure Centre	Closed in phase 3 Customers advised to come ready changed for the activity Customers advised to shower at home after activity	1	1	1			

<p>Swimming Pool Changing Village</p>	<p>Spread of Covid 19 whilst visiting Leisure Centre</p> <p>Maintaining social distance</p> <p>Touch points</p>	<p>Customers should be encouraged to wash hands with soap and water or sanitise their hands with alcohol based hand sanitiser before entering the changing village</p> <p>Facility managers should set Max capacities for the changing village, these should be clear, understood and adhered to at all times</p> <p>Changing Villages should be cleaned and disinfected before opening to customers</p> <p>Customers should not arrive more than 5 minutes before their activity start time</p> <p>Facility Managers should arrange for the regular cleaning and disinfecting of touch points during the hours of use</p> <p>Facility managers should programme their activities to ensure that max capacities are not exceeded, that cleaning/disinfection routines can be adequately executed and that social distancing can be maintained</p> <p>The changing villages will wherever possible have one way systems to facilitate social distancing</p> <p>Social distancing will be encouraged and facilitated at all times</p>	<p>2</p>	<p>1</p>	<p>2</p>			
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Swimming pool Changing Village (Cont.)		Swimmers will be requested to attend 'beach ready' with costumes worn under outdoor clothes to reduce the use of cubicles etc. on entry and allow for quick and easy passage to poolside Shower areas will be closed during phase 3 and customers should be encouraged to shower at home before attending to assist the maintenance of the pool water treatment system All customers should be encouraged to visit the toilet area before entering the pool hall	2	1	2			
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Swimming Pool	<p>Swimming pool water treatment system</p> <p>Spread of Covid 19 whilst visiting Leisure Centre</p> <p>Maintaining social distance</p> <p>Touch points</p>	<p>Before re-opening all guidance in PWTAG Technical Note TN 45 must be followed</p> <p>https://www.pwtag.org/reopening-pool-after-covid19-shutdown/</p> <p>All swimming pool water treatment to be in line with Pool Water Treatment Advisory Group Guidelines (PWTAG)</p> <p>https://www.pwtag.org/</p> <p>In particular, the free chlorine level should be maintained at minimum 1.5 mg/l and the pH level should be between 7.0 to 7.4 with as low a level maintained as possible in this range to increase the efficacy of the chlorine. Combined chlorine should not be more than 1.0 mg/l at any time.</p> <p>UV systems should be switched on to assist in the disinfection process.</p> <p>Water testing for CL₂ and pH should take place before bathing starts and every two hours after that and results accurately recorded</p> <p>Pools surrounds should be cleaned at least daily and as directed by the Facility Manager</p> <p>Facility managers should set Max capacities for each activity/pool. These should be clear, understood and adhered to at all times.</p>	2	1	2	<p>If the guidance given in TN45 is not complete the pool should not re-open until it is</p> <p>If the pool cannot be maintained within the range specified by PWTAG then it should be closed until this is met</p>	<p>Leisure Centre Manager</p> <p>Leisure Centre Manager</p>	<p>Prior to opening</p> <p>Following test</p>
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Swimming Pool Equipment	Spread of Covid 19 Touch points	<p>Only essential equipment should be made available. Any equipment used should be disinfected thoroughly following use as per the guidelines issued by Swim England.</p> <p>https://www.swimming.org/swimengland/pool-return-guidance-documents/</p> <p>All other non-essential equipment should be removed and stored.</p> <p>Bathers should be encouraged to bring their own equipment for personal use</p>	2	1	2			
Lifeguards	Unqualified LG's Insufficient qualified LG's	<p>All LG's must be qualified and competent to lifeguard the pool as per the NOP and RLSS (UK) Guidelines</p> <p>All LG's will be required to undergo a competency test before being reinstated as a competent LG</p> <p>All LG training and competency testing should follow the guidelines of RLSS(UK) and be under the guidance of an RLSS(UK) Trainer Assessor</p>	1	1	1	<p>If a LG does not pass the competency test then they cannot be used as a LG until they do</p> <p>If insufficient qualified and/or competent LGs are not available as per the NOP then the pool should not re-open or the opening should be restricted in line with the NOP</p>	<p>Leisure Centre Manager</p> <p>Assistant Manager/Leisure Centre Manager</p>	<p>Following test</p> <p>At the time of the activity</p>
LG Chairs /LG change over	Touch points LG not supervising pool during change over	The LG chair should be wiped down with disinfectant before each use	2	1	2	During changeover one LG should watch the pool whilst the other cleans the chair	Lifeguards	At LG change over time
Water slides, diving boards, starting blocks and other features	Spread of Covid 19 Touch points	Closed during phase 3						

Disabilty hoists	Spread of Covid 19 Touch points	These should be disinfected following use	2	1	2			
Swim School	Spread of Covid 19	See separate swim school risk assessment				Revised 04/03/21		
Private Hirers/Clubs	Spread of Covid 19	See separate private hirers/clubs risk assessment				Revised 04/03/21		
Lane Swimming	Spread of Covid 19	See separate lane swimming risk assessment				Revised 04/03/21		
Family Swim	Spread of Covid 19	See separate family swim risk assessment				Revised 04/03/21		
Aquarobics	Spread of Covid 19	Closed during phase 3						
Aqua Bikes	Spread of Covid 19	Closed during Phase 3						
Fitness room/Gym	Spread of Covid 19 Maintaining social distance Touch points	See separate fitness room/gym risk assessment Water fountains to be switched off during phase 3				Revised 04/03/21		
Aerobics	Spread of Covid 19	Closed during Phase 3						
Spin Bike studios	Spread of Covid 19	Closed during Phase 3						
Squash courts	Spread of Covid 19	Closed during Phase 3						

Indoor Tennis Courts	Spread of Covid 19	See separate risk assessments for indoor tennis and coaching tennis				See Playing Tennis Indoors Risk Assessment Revised 04.03.21 and coaching tennis Revised 04.03.21		
Relaxation areas	Spread of Covid 19	Closed during phase 3. All furniture to be removed and stored out of sight TV's to be switched off	1	1	1			
Vending Machines	Spread of Covid 19	Closed during phase 3 (pending discussion with Gem Vending) Customers advised to bring own water/refreshment in bottle from home	1	1	1			
Sports Max Shops	Spread of Covid 19	Closed during phase 3 (equipment can be bought over reception)	1	1	1			
Centre Tours	Spread of Covid 19	Maintain social distance Ensure hand sanitisation at entry Customers should wear face covering Only to be completed during off peak hours	2	1	2			

Circulating at the centre	<p>Spread of Covid 19</p> <p>Maintaining social distance</p> <p>Touch points</p>	<p>Social distancing guidelines to be complied with at all times. Signs to indicate displayed at frequent points</p> <p>One-way system to be adhered to and indicated by clear directional signs (see map layout). Staff to challenge/alert people moving in wrong direction. Signs erected to encourage customers to keep moving and not loiter in corridors/on stairs etc. Staff to encourage/challenge customers that are loitering</p> <p>Hand Gel to be available at clearly accessible/ designated points around the centre.</p> <p>All furniture etc. to be removed from corridors/relaxation areas to maximise space in these areas and stored out of sight</p> <p>Where possible doors to be open. If fire door, must only be open if it has fire-guard fitted that will close on sound of alarm. Where door is for security purposes this should be closed.</p>	2	1	2			
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Lifts	Spread of Covid 19 Maintaining social distance Touch points	Lift only to be used by maximum of one person at a time (unless with carer). Signs up to indicate this with queueing system clearly marked at top and bottom. People encouraged to press buttons with hands/fingers covered to avoid the touch points Sanitizer available in lift to clean buttons and touch points	2	1	2			
All rooms/activity areas	Max occupancy	Signs at entrance advising of the maximum occupancy at any one time. This must not be exceeded	1	1	1			
Arrival at Activity area	Spread of covid 19 Maintaining social distance Touch points	No earlier than 5 minutes before booking If instructor led activity, customers to follow direction of the instructor on entering the activity area Equipment already in place Follow one way systems Do not enter court until previous players/participants have left Social distance to be maintained at all times	2	1	2			

Playing sports/taking part in activities	<p>Spread of Covid 19</p> <p>Contact with other players</p> <p>Contact with equipment</p>	<p>Play/activity/training to be restricted to that as recommended by individual governing bodies and Government</p> <p>Numbers allowed to be in line with that recommended by individual governing bodies and Government</p> <p>No shared equipment. Players to bring own</p> <p>No equipment for hire (i.e. badminton racquets, etc.)</p> <p>No chairs for rests between/after games</p> <p>Social distancing guidelines to be complied with at all times</p> <p>No hand shakes/high fives etc.</p> <p>No Spectators indoors</p> <p>Outdoor spectators – only one per child in line with Government and governing body guidelines and with social distance observed</p>	2	1	2			
End of the session	<p>Spread of Covid 19</p> <p>Maintaining social distance</p> <p>Touch points</p>	<p>Leave the activity area promptly when time is up.</p> <p>Maintain social distancing at all times</p> <p>Follow instructions of coach/teacher/instructor if activity instructor led</p> <p>Leave site within 10 minutes of activity ending</p>	2	1	2			

Coaching/teaching/ instructing	Unqualified instructors Instructors unaware of governing body guidance	All coaches/teachers/instructors to be qualified with governing bodies Coaching staff to follow all guidelines as issued by the relevant governing body and Government See separate risk assessments for separate activities	2	1	2			
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<p>Use of toilets/washing facilities</p>	<p>Spread of Covid 19 Maintaining social distance Touch points</p>	<p>Follow one way systems Limited toilets only open Social distancing guidelines to be complied with at all times Spray disinfectants available with paper roll to allow wiping down of equipment/doors etc. Adequate bins available for paper roll Hand washing and drying to be encouraged as per guidelines using soap and water and for minimum 20 seconds. <u>NHS/PHE notices displayed re hand washing.</u> <u>Notices displayed in the toilets to social distance and use alternative sinks to aid this.</u> Enhanced and regular cleaning of toilet and washing facilities and regular checks of toilet condition, soap and toilet roll availability etc. – Regularity to be determined by Centre Manager – minimum to be as per normal conditions Toilet checks and cleaning regimes displayed on wall for scrutiny. AM's to vigorously enforce completion Hand driers to be available, where not available paper towels supplied with adequate bins available</p>	<p>2</p>	<p>1</p>	<p>2</p>			
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<p>Injury/illness to customer</p>	<p>Giving first aid First aiders not trained/briefed/updated Spread of Covid 19 Maintaining social distance Touch points Inadequate PPE</p>	<p>First aid kits available AED available O2 Resuscitation kit available Laerdal pocket masks (preferably with elastic tie) to be readily available Treatment to be given by trained first aiders only – otherwise call 999/111 depending on seriousness First aiders to wear gloves for all treatment given and other PPE as recommended for first aid (apron, mask) by RLSS (UK) First aiders to avoid contact and give guidance to injured person to self-treat if possible Any CPR to be compression only and use of AED. No mouth to mouth/nose. (unless children or drowning) Laerdal pocket mask used to cover casualties mouth and nose. Laerdal Pocket Masks only to be used with babies, children or drowned casualties, otherwise compression only CPR with AED All first aid to be given only in line with guidelines from Government/HSE. See guidance below https://www.gov.uk/government/publications/novel-coronavirus-2019-ncov-interim-guidance-for-first-responders/interim-guidance-for-first-responders-and-others-in-close-contact-with-symptomatic-people</p>	<p>2</p>	<p>1</p>	<p>2</p>	<p>See staff training risk assessment revised 09/03/21</p>		
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General	Spread of Covid 19	<p>To help reduce the spread of coronavirus (COVID-19) reminding everyone of the public health advice -</p> <p>https://www.publichealth.hscni.net/news/covid-19-coronavirus</p> <p>Posters, leaflets and other materials are available for display.</p> <p>Bins available around the centre. Push top bins to have their lids removed to reduce touching Bins to be regularly emptied</p>	2	1	2			
Offices and staff areas	<p>Spread of Covid 19</p> <p>Maintaining social distance</p> <p>Touch points</p> <p>Droplets and aerosols</p>	<p>Signs on all doors advising of the maximum occupancy at any one time. This must not be exceeded. If max occupancy reached do not enter until safe to do so.</p> <p>Furniture and equipment should be minimised to that which is essential to facilitate space and social distancing</p> <p>Staff are strongly advised to wear a face covering whilst moving around in staff only areas</p>	2	1	2	<p>Staff that have not brought a face covering with them can be issued one from site</p>	Asst Manager	At start of shift

Staff	<p>Spread of Covid 19</p> <p>Work from home</p> <p>Staff unaware of new procedures</p> <p>Staff arriving at same time to start shift</p> <p>Staff room</p>	<p>Staff should work from home if possible depending on job role</p> <p>All staff inducted on return to new procedures in place</p> <p>Stagger start/finish times for staff to ensure they do not all want the staff facilities at the same time</p> <p>Items/equipment in staff room to be minimised</p> <p>Only one member of staff allowed in at any one time to ensure social distancing. Staff break times to be clearly communicated and adhered to.</p> <p>Lockers allocated to individuals. All personal belongings to be kept in locker. Nothing left out.</p> <p>Hand sanitiser available.</p> <p>Soap and water available. Staff reminded to wash hands regularly and thoroughly with soap and water for minimum 20 seconds and to dry thoroughly.</p> <p>Break utensils/cups etc. personalised and not to be shared and to be washed immediately following use.</p> <p>Spray disinfectant and paper roll available for disinfection of shared or often touched surfaces before and after use.</p> <p>Promotion of good hygiene practices through posters/notices etc. to remind workers of good hand washing practice, not to touch faces and sneeze/cough into clean tissue.</p> <p>Regular emptying of bins and disposal of rubbish.</p>	1	1	1			
			1	1	1			
			2	1	2			
			2	1	2			

Staff (cont.)	Staff Toilet(s)	Staff only toilet to be identified and locked off to public and others. Staff toilets to be regularly cleaned and disinfected as directed by Centre manager	2	1	2			
	PPE	Appropriate PPE identified and available. Training and guidance for safe use given						
	Illness	If an employee feels unwell, they should contact the Manager immediately. Where the illness is coronavirus related, advice in accordance with Government/PHE/NHS guidelines should be followed and employees will be advised to seek the necessary test where appropriate and given guidance on how to go about this. Where positive employees should also notify managers immediately if they have a need to self-isolate						
	Deliveries	These should be minimised and cleaned and sanitised on entry to work place Staff should wash hands/use hand sanitiser following acceptance of delivery						
	Shared equipment	This should be cleaned after each use						
	Working with customers	Social distance to be maintained at all times						
	Working in public areas	Area to be closed for duration if possible. Social distance to be maintained at all times						

Staff (cont.)	Droplets and aerosols	In line with Government and Council Policy staff are strongly advised to wear a face covering whilst in public areas (whilst public are present) where they may come into contact with the public unless they are exempt for health, religious or cultural reasons or if they are behind a physical barrier which separates them from the public	2	1	2	Staff that have not brought a face covering with them can be issued one from site A LG that is wearing a face covering whilst on LG duty should remove this before entering the swimming pool in the event of performing an in-water rescue	Asst Manager on duty Lifeguard on duty	At start of shift Before entering the water to perform a rescue
Emergency evacuation in case of fire etc.	Social distance not maintained Staff unaware/unclear of emergency procedures	Social distancing to be maintained at muster points Emergency evacuation drill practised prior to re-opening and recorded in fire log book	2 1	1 1	1 1			
Dealing with violent/aggressive people	Not maintaining social distance	Customer facing staff trained in managing challenging and aggressive behaviour on induction. Ensure all staff are clear with regards to processes and procedures, escalation by information sharing, training & induction. All equipment i.e. security cameras/panic alarms etc. in working order	2	1	2			

Contractors visiting site	Spread of Covid 19 Social distance not maintained Touch points	All contractors to have pre-appointment times Hand sanitiser available in reception area Contractors to be signed in and out at reception by staff to reduce touch points (no shared pens etc.) Asbestos log books are kept behind reception which will be equipped with sneeze screens. The contractor can be shown the log book & applicable survey parts through the screens and will not touch log book The supplier if satisfied then signs the log book record, which is kept separate using their own pen and protective gloves Contractors to follow one way and other signage Social distancing to be adhered to at all times Contractors not to use staff only areas	2	1	2			
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Use the tab button to add extra rows (each new activity or area of assessment must be on a new row. This will make the assessment easier to view and understand

ASSESSOR (please print):	Geoff Ritson	SIGNED:	<i>G. Ritson</i>	DATE:	09/03/21	
MANAGER (please print):	John Wileman	SIGNED:	<i>J. Wileman</i>	DATE:	09/03/21	
DATE ACTION TO BE COMPLETED BY:			DATE COMPLETED:			
LINE MANAGER'S COMMENTS / ACTIONS:			IS THERE PROOF THIS ASSESSMENT HAS BEEN COMMUNICATED TO ALL AFFECTED COLLEAGUES		YES	NO
REVIEW DATE 17/05/21					<input type="checkbox"/>	<input type="checkbox"/>

Managers Note. Until this document is signed and dated by the 'Assessor' and 'Manager', it is not compliant with the policies identified within the Corporate Safety Manual

Risk Assessment

This assessment must be completed in line with the requirements identified within the Corporate Safety Manual, [Safety Policy & Arrangements – ‘Risk Assessment’](#)

The purpose of carrying out risk assessments is to identify those activities where action needs to be taken to improve existing control measures (or introduce new ones) in order to eliminate accidents at work (or as a result of work being carried out on behalf of the City Council) which result in personal injury or ill health. Please note that written assessment of significant risks in the workplace are required by law - ref. the Management of Health and Safety at Work Regulations 1999 (Regulation 3).

There is no need to repeat earlier risk assessments such as manual handling, COSHH, etc., but they should be referred to in this general risk assessment.

Standard Risk Assessment Definitions

- **Activity** - is identified as the type of work being carried out in the working environment. e.g. using a piece of electrical equipment.
- **Hazard** - is the *potential* to cause harm. e.g. an electric shock from using electrical equipment.
- **Control Measures** - are the actions taken to prevent harm (e.g. an electric shock) as a result of using electrical equipment - such as regular visual inspections to ensure there is no damage to the cable or the plug, making sure the cable is gripped correctly, making sure the right fuse is fitted, making sure sockets are not overloaded, arranging for an annual check by a ‘competent’ person (i.e. a qualified electrician) etc. Control Measures include such areas as training supervision, instruction, information, safe systems of work, proper maintenance procedures, as well as physical measures such as guard rails (to prevent falls), barriers (to prevent access to hazardous areas), guarding of machinery, etc.
- **Risk** - is the likelihood that harm will occur, after the control measures have been carried out.
- **Severity (S)** - rated as follows:
 - **MAJOR** i.e. fatality or specified injury as defined by RIDDOR 2013 (e.g. a fracture). = **FACTOR 3**
 - **MODERATE** i.e. ‘over 7 day’ injury - ref. RIDDOR 2013. = **FACTOR 2**
 - **SLIGHT** i.e. injuries where persons may be off work for less than 7 days (or not at all). = **FACTOR 1**
- **Likelihood (L)** - rated as follows:
 - **LIKELY** i.e. could happen anytime. = **FACTOR 3**
 - **POSSIBLE** i.e. might happen sometimes. = **FACTOR 2**
 - **UNLIKELY** i.e. where harm is unlikely to occur. = **FACTOR 1**
- **Risk Rating (RR)** - is a means of ‘measuring’ the risk by multiplying the *severity* by the *likelihood* e.g. a *severity* factor ‘MODERATE’ with a *likelihood* factor ‘POSSIBLE’ would give a risk rating of 2 x 2 which, of course, gives a ‘score’ of 4.
- **Additional Control Measures** – is what further action could be implemented to further mitigate the risk. If an action is identified, who will do this action and the time frame for implementation will also need to be identified.
- **Risk Rating**
 - from 6 - 9 requires **IMMEDIATE** action to achieve a reduction in risk.
 - from 3 - 4 requires action **AS SOON AS POSSIBLE**.
 - from 1 - 2 may be considered acceptable (although action may be possible to reduce the risk even further can be considered).

Simple Risk Matrix			
Likelihood	Consequences		
	Minor	Moderate	Major
Likely			
Possible			
Unlikely			

Risk Treatment Key	
	Intolerable Risk Level. Immediate action required
	Tolerable Risk Level. Risks must be reduced so far as is practicable.
	Broadly Acceptable Risk Level. Monitor and further reduce where practicable.

Advice on carrying out risk assessments is available from Corporate Safety Advice