

Risk Assessment Policy

This policy should be read in context with OMG Education's Health & Safety Policy.

Risk Assessment Statement

OMG Education (OMG) takes its responsibilities for health and safety seriously. OMG's senior management regards health and safety as a strategic management issue. This risk assessment policy fits into the health and safety strategy that has been developed by OMG and is to be read in conjunction with the Health & Safety Policy and the other relevant procedures.

Why do we need to assess risks?

The law states that as an employer, OMG must provide a safe working environment for its employees that will additionally not cause ill health and adequate welfare facilities are also provided. This minimum standard is referred to as an employer's general duty under S2 of the [Health & Safety at Work Act 1974](#).

This duty was added under the provision of the Management of Health and Safety at Work Regulations 1999, which introduced the requirement for an employer to conduct risk assessments (to meet their general duty in the 1974 Act). A risk assessment is nothing more than a careful examination of what in your workplace and/or activities in your workplace could cause harm, injury or damage. Therefore an employer has to identify possible hazards and apply reasonable precautions which should prevent the severity of the harm, injury or damage. Once the Hazards are identified, they can be converted into risks by using the following method,

- a. **How likely is the hazard going to cause harm?**
- b. **What will be the consequences if that harm does occur?**

OMG's risk management is a continuous and developing process which runs throughout the organisation's strategy and the implementation of that strategy. The strategy aims to make sure that no one gets hurt, becomes ill, or has organisational property damaged.

The strategy is only effective when all levels of the organisation work together, translating the strategy into tactical and operational objectives and assigning responsibility throughout the organisation, with each manager and employee responsible for the management of risk as part of their job description. It supports accountability, performance measurement and reward, thus promoting operational efficiency at all levels.

Definitions

The following definitions are used to assist those involved in risk assessment:

- **Control:** A control is a safeguard which is applied to mitigate the seriousness of the consequence of a hazard or to reduce the likelihood of the hazard causing harm
- **Hazard:** A hazard is something which has the potential to cause injury, illness or harm, for example:
 - Hazardous substances can cause burns to the skin and injure the lungs if inhaled

- Sharp objects have the potential to cause injury and transmit infection if they puncture the skin after being injected into another person.
- **Risk:** Risk is the likelihood that a hazard will have an adverse outcome with a consideration of how bad the outcome is likely to be, for example:
 - Hazardous substances are left in a place accessible to inquisitive children.
 - Staff operating equipment for which they have not been trained; improper use may cause injury.

Risk Assessment

Risk assessment is the calculation of the likelihood of a hazard (in the work environment) causing harm multiplied by the severity of the hazard that did cause harm.

Risk assessment of individuals

Assessments of individuals are carried out by managers on their staff work practices and role requirements, handling and lifting (also see lone working policy).

General Risk Assessment

General risk assessments are assessments of specific processes or situations as opposed to individual persons. This document refers to how these assessments are conducted. It is just as important that these assessments are kept up to date and made available to everyone who needs to know about them. However, review periods will normally be longer than individual assessments, which are reviewed more frequently.

NOTE: The term 'general risk assessment' may be misleading as perhaps it implies that one assessment considers all risks in an area, whereas there are probably many general risk assessments. The term 'general' refers to the nature of the assessment.

Building/Site Risk Assessment

Building/Site assessments are assessments of specific places as opposed to individuals or situations. These are conducted in a wider context than affecting just one individual but take to account the access of the public to a site or building.

A building or site risk assessment is made up of a collection of assessments, including a fire risk assessment, a first aid risk assessment, an individual risk assessment and a general risk assessment (i.e. an activity within a building or site).

All Staff

All staff have a responsibility for managing those risks, which they can and should manage. Acting within their level of competence, all staff will manage a situation as it arises. Only as it develops beyond their ability to deal with it will they need to refer to their line managers. However, it is always good practice to keep managers informed of developing situations. When they are managing risk, they should communicate the

risk and action taken to those who may be affected by it. For example, staff may identify risks from being in a private 1:1 situation with a client; they must ensure that this information is communicated to anyone else who will be in a similar situation.

Everyone has a responsibility to share information about risk as part of a risk assessment. This can include:

- Identifying risk and informing their manager that they believe a formal risk assessment is necessary.
- Sharing information during formal assessments to establish the level of risk (e.g. how frequently a risk arises and the potential or actual outcomes)
- Making suggestions to managers on how risks could be reduced
- Keeping themselves informed of local risk assessments by reviewing the risk assessment file held locally.
- Acting under the findings of an assessment

Risk Assessment Process (5 steps)

1. Identify the hazards
2. Decide who may be harmed and how
3. Evaluate the risk and decide upon precautions.
4. Record your findings
5. Periodically review the assessment and update it if necessary

Sign off

The person responsible for the action and the accountable manager must be recorded on the assessment form.

Risk Profile

The result of the risk assessment process can be used to produce a risk profile which gives a significant rating to each risk and provides a tool for prioritising risk treatment efforts. This ranks each identified risk to give a view of the relative importance. This process allows the risk to be mapped to the business area affected, describes the primary control procedures in place and indicates areas where the level of risk control investment might be increased, decreased or reapportioned. Accountability helps to ensure that 'ownership' of the risk is recognised and the appropriate management resource is allocated.

Likelihood and Consequences chart



When the risk analysis process has been completed, it is necessary to compare the estimated risks against the risk criteria that the organisation has established. The risk criteria may include associated costs and benefits, legal requirements, socioeconomic and environmental factors, concerns of stakeholders, etc. Risk evaluation, therefore, is used to make decisions about the significance of risks to the organisation and whether each specific risk should be accepted or treated.

Risk Assessment Policy

OMG's risk assessment policy establishes its approach to risk management; the policy also sets out responsibilities for risk management and risk assessment throughout the organisation. The policy refers to any legal requirements where necessary. The Health & safety requirements for OMG require additional policies & procedures to work in tandem with this policy, i.e. Lone Worker Policy. The risk management process is an integrated set of tools and techniques for use across the organisation. To work effectively, the risk management process requires:

- Commitment from the Managing Director and Management team of the organisation
- Assignment of responsibilities within the organisation
- Allocation of appropriate resources for training and the development of an
- Enhanced risk awareness by all employees, contractors, visitors and additional stakeholders.

Responsibilities

The Managing Director (Jamal Miah) has overall responsibility for Health & Safety. Abu J Alek (Head of Operations) is the competent person for the day-to-day coordination and management of Health & Safety issues.

Each staff member has responsibility for the completion of risk assessment within their areas of responsibility and for ensuring that the appropriate level of resources and commitment are employed in this process.

The managing Director is responsible for monitoring the results of risk assessments and has a part to play in allocating resources to manage the risks which cannot be managed locally. This will include:

- Training sufficient numbers of local risk assessors for their area, or attending the training themselves, if they choose to carry out their assessments.
- Allow sufficient time for risk assessors to conduct adequate assessments
- Consult and involve staff and their safety representatives during the risk assessment process.
- Endorse assessments, with or without alteration.
- Agree on local action plans to remove or reduce risks identified during the risk assessments.
- Refer risks to the appropriate senior manager or committee where they cannot be managed locally.
- Make temporary adjustments and keep staff and their representatives informed of progress in managing risks that cannot be fully managed locally.
- Review assessments if there is reason to suspect that it is no longer valid or there has been a significant change.
- Identify any member of staff who is considered to be especially at risk.

All Employees must cooperate with their managers and local risk assessors when they are conducting risk assessments. They are also responsible for cooperating with their managers in implementing any remedial action to reduce the risk. Failure to cooperate is a serious matter as this can place the employee and possibly others at risk. Failure to comply with reasonable Health and Safety requests will be addressed using disciplinary procedures.