

North Highland Harriers Risk Assessment

Activity/Area/Risk Being Assessed: Junior Members Squad Training (Tues/Thurs-Thurso; Tues/Fri-Wick) (Excludes Conventional

H&S risks)

Location: Various Public Areas in Thurso/Wick

People affected: NHH Coaches and Members

Periodic reviews – maximum intervals for activities with: Medium risk (but ALARP) - annually Low risk - three-yearly	1 st Review Date: Name: Signed:	2 nd Review Date: Name: Signed:	3 rd Review Date: Name: Signed:	4 th Review Date: Name: Signed:
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Part 1 - ASSESSMENT



Hazard (see validation sheet)	How it could be realised?	Consequence (outcome)		Existing control measures used (prevention & mitigation)	Proba bility VL to VH	Risk 1 to 29	
		Details of harm	Impact VL to VH				
<i>Example: Falling from height</i>	<i>Loss of balance leads to a fall from ladder</i>	<i>Broken limbs</i>	<i>M</i>	<i>Ladder in good condition, area clear and set at correct angle and tied off</i>	<i>M</i>	<i>15 med</i>	
1	Being separated from training squad	Complicated routes, lack of familiarity of area, no training partner(s)	Getting lost (short time)	M	Training areas are in town. Sufficient numbers to ensure appropriate training partner	L	13 (Med)
2	Being groomed by Coach for inappropriate relationship	Coach uses 'power' of position.	Inappropriate Contact	M	Members Code of Conduct. No 1-to-1 training sessions. Training sessions in Public Spaces.	VL	11 (Low)
3	Being groomed by Member for inappropriate relationship	Member uses running as a common activity to develop friendship.	Inappropriate Contact	M	Members Code of Conduct (No 1-to-1 contact with Junior members). Advice of use of Social Media.	VL	11 (Low)
4	Taking of inappropriate images	Member of public takes pictures of junior members when training	Use of images in appropriate manner	M		L	13 (Med)
5	Taking of inappropriate images	Coach uses excuse of training aid to take inappropriate images of Junior members	Use of images in appropriate manner	M	Members Code of Conduct. NHH Photographic, Social Media, Media and Communications Guidance.	VL	11 (Low)

Hazard (see validation sheet)		How it could be realised?	Consequence (outcome)		Existing control measures used (prevention & mitigation)	Proba bility VL to VH	Risk 1 to 29	
			Details of harm	Impact VL to VH				
6	Inappropriate touching by a coach	Coach providing 'assistance' during training		Sexual Assault	H	Members Code of Conduct. No 1-to-1 training sessions. Training sessions in Public Spaces.	VL	16 (Med)

Part 3 – ACTIONS TO REDUCE RISK

	Proposed actions (risk reduction measures)	Expected risk after completion of actions								
		Probability	Impact	Risk						
Re-assess risks to show how proposed actions will be effective in reducing the risk. Also consider whether any new hazards will be introduced.	Use tower scaffold or hydraulic access platformconsider additional hazards	<i>Example (continued):</i> L	M	13 med						
	1 Training routes assessed and where considered complicated, Juniors required to run with a group.	VL	M	11 (Low)						
	2 None ALARP									
	3 None ALARP									
	4 Advising coaches to look for individuals acting suspiciously. Providing advice to junior on appropriate clothing	VL	M	11 (Low)						
	5 None ALARP									
	6 None ALARP									

Part 4 – CONFIRMATION OF ASSESSMENT

	Lead Assessor	Accountable Committee Member
Signed		
Name (print)	Ian Walker	Simon Christie
Position	Welfare Officer	NHIT . CHAIRMAN .
Date	16 July 2019	17 JULY 2019.

PROBABILITY AND IMPACT DIAGRAM

		Impact				
		VERY LOW	LOW	MEDIUM	HIGH	VERY HIGH
Probability	VERY HIGH	9	14	19	24	29
	HIGH	7	12	17	22	27
	MEDIUM	4	10	15	20	25
	LOW	3	8	13	18	23
	VERY LOW	1	6	11	16	21
Health and Safety		Minor injury no worse than first aid required. Can restart training within 24 hours. No time off work required.	Local medical treatment. Can restart restricted training within 24 hours. No time off work required.	Broken bones, Musculo-skeletal injury. Results in a significant break from training and/or absence from work	Single Fatality, Disabling Injuries	Fatalities (multiple)
Vulnerable Adult and Child Welfare		Minor welfare issue, resolved by session lead coach. Minor breach of Member/Coach/Parent Code of Conduct.	Welfare issue, requires Welfare Officer involvement to resolve. Individual upset.	Individual(s) become lost for more than 30 minutes on NHH organised activities. Welfare Officer involvement. Major breach of Member/Coach/Parent Code of Conduct.	Individual(s) become lost from more than 2 hours on NHH organised activity. Scottish Athletics involvement	Fatality, due to lack of appropriate supervision
Vulnerable Adult and Child Protection		Inappropriate comments to individual(s) Inappropriate comments on social media, inappropriate discussions involving members at NHH events. Minor breach of Member/Coach/Parent Code of Conduct.	Attempt to 'groom' Children/Vulnerable adults that are unsuccessful	Use of images/video in an inappropriate manner. Publications of personnel details in the public environment. Inappropriate contact with one individual. Major breach of Member/Coach/Parent Code of Conduct.	Sexual assault to one or more individuals. Inappropriate contact with more than one individual	Rape, Serious Sexual assault to one or more individuals
North Highland Harriers Effect on: Reputation Local community engagement; Insurance Scottish Athletics		Minimal damage trust, easily recovered. No press/social media coverage	Trust dented, could be recovered. Local coverage in press/social media	Trust damaged, recovery difficult. Scottish Athletics involvement. Significant local press coverage	Trust severely damaged, recovery extremely difficult Scottish Athletics involvement, Police involvement National media attention	Trust completely lost, full recovery questionable. Likely that HH would be required to be close. Scottish Athletics involvement, Police involvement. National media attention

Existing Control Measures

- 1) All training sessions are undertaken in public spaces
- 2) No one-to-one training permitted for juniors/vulnerable adults
- 3) Level 2 coaches and above, Social Media and Welfare Officer will be PVG Checked
- 4) All communications with juniors will involve a third party (generally Welfare Officer)
- 5) Transport to/from events/training sessions is not the responsibility of NHH. It is that of the member (and parents/guardians)
- 6) Junior limited to Tues/Thurs sessions in Thurso and Tues/Fri sessions in Wick
- 7) All members agree by the Code of Conduct

