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| **Risk Assessment** | | | | |
| **Risk Assessment for the activity of** | **Sikh society Kirtan on Campus 07/12/2024**  **Time: 9:00 to 23:00**  **This is a group Kirtan event, involving the singing of Sikh religious hymns.**  **Location: B34/1020** | | **Date** | **07/11/2024** |
| **Unit/Faculty/Directorate** | **SUSU [Sikh Society]** | **Assessor** | **Harkrishan Kareer** | |
| **Line Manager/Supervisor** |  | **Signed off** | ***VP Activities/Sport or Activities Coordinator*** | |

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| ***PART A*** | | | | | | | | | | | | | | | | |
| **(1) Risk identification** | | | | **(2) Risk assessment** | | | | | **(3) Risk management** | | | | | | | |
| **Hazard** | **Potential Consequences** | **Who might be harmed**  **(user; those nearby; those in the vicinity; members of the public)** | | **Inherent** | | |  | | **Residual** | | | | | | **Further controls (use the risk hierarchy)** | |
| **Likelihood** | **Impact** | **Score** | | **Control measures (use the risk hierarchy)** | | **Likelihood** | | **Impact** | | **Score** | |  | |
| Ceremonial display of religious weapons (Shastar Parkaash)  (We have already been in contact with the SUSU officers and Health and Safety officers regarding this and it has been informally approved by SUSU) | * Injury | | Attendees | 1 | 3 | 3 | * We are asking for approval for a ceremonial display of weapons, as per Sikh tradition at our upcoming Kirtan on Campus. We understand the importance of adhering to safety regulations, and we want to assure you that our request aligns with the provisions of the Offensive Weapons Act 2019 which grants Sikhs legal rights to possess such weapons at ‘a religious ceremony or other ceremonial event’. We intend to incorporate this significant cultural element while prioritizing the safety of all participants and attendees. The ceremonial weapons will only be used for decorative purposes. We emphasize that under no circumstances will the weapons be used, and they will serve a symbolic role in our ceremony as is the case in **every** Gurdwara (Sikh religious place of worship). Currently, there are 5 in Southampton and there have never been any issues. * Weapons will be supervised at all times by a member of the society ensuring they are not left unattended at any point. * We also have additional security protocols in place, checking university ID’s to prevent any unauthorized access to the premises. | | 1 | | 3 | | 3 | | Call for first aid/emergency services as required  Seek medical attention from SUSU Reception if in need  All incidents are to be reported on the as soon as possible ensuring the duty manager/health and safety officer have been informed. Follow [SUSU incident report policy](https://www.susu.org/groups/admin/howto/protectionaccident) | |
| Serving and preparation of food | * Allergies * Food poisoning * Choking | | User | 3 | 5 | 15 | * Homemade items to be avoided by those with allergies * Precautions should be taken by those with appropriate food hygiene training (Level 2 +) * Only order/buy food from establishments with appropriate food hygiene rating * Food to only be provided/eaten when other activities are stopped * Follow good food hygiene practices- no handling food when ill, tie back hair, wash hands and equipment regularly using warm water and cleaning products, refrigerate necessary products * Drinks served to be water * Food to include store brought biscuits | | 1 | | 5 | | 5 | | SUSU food hygiene level 2 course available for completion- requests made to activities team  Call for first aid/emergency services as required   * Report incidents via SUSU incident report procedure | |
| Slips, trips, and falls | Physical injury | | Event organisers and attendees | **2** | **4** | **8** | * All boxes and equipment to be stored away from main meeting area, e.g., stored under tables * Any cables to be organised as best as possible * Cable ties/to be used if necessary * Floors to be kept clear and dry, and visual checks to be maintained throughout the meeting by organizers. * Extra vigilance will be paid to make sure that any spilled food products/objects are cleaned up quickly and efficiently in the area. * Report any trip hazards to facilities teams/venue staff asap. If cannot be removed mark off with hazard signs | | **1** | | **4** | | **4** | | * Seek medical attention from SUSU Reception/venue staff if in need * Contact facilities team via SUSU reception/venue staff * Contact emergency services if needed * All incidents are to be reported on the as soon as possible ensuring the duty manager/health and safety officer have been informed. Follow [SUSU incident report policy](https://www.susu.org/groups/admin/howto/protectionaccident) | |
| Setting up of Equipment. E.g., Table and chairs | Bruising or broken bones from tripping over table and chairs. | | Meeting organisers and attendees | 2 | 3 | 6 | * Make stall operators aware of the potential risks, follow manual handling guidelines * Ensure that at least two people carry tables. * Setting up tables will be done by organisers. * Work in teams when handling other large and bulky items. * Request tools to support with move of heavy objects- SUSU Facilities/venue. E.g., hand truck, dolly, skates * Make sure anyone with any pre-existing conditions isn’t doing any unnecessary lifting and they are comfortable | | 1 | | 3 | | 3 | | * Seek assistance if in need of extra help from facilities staff/venue staff if needed * Seek medical attention from SUSU Reception if in need * Contact emergency services if needed * All incidents are to be reported on the as soon as possible ensuring the duty manager/health and safety officer have been informed. Follow [SUSU incident report policy](https://www.susu.org/groups/admin/howto/protectionaccident) | |
| Inadequate meeting space- overcrowding not inclusive to all members | Physical injury, distress, exclusion | | Event organisers and attendees | 1 | 3 | 3 | * Committee check on room pre-booking, checks on space, lighting, access, tech available * Ensure space meets needs of members e.g., considering location & accessibility of space * Committee to consult members on needs and make reasonable adjustments where possible | | 1 | | 3 | | 3 | | * Seek medical attention if problem arises * Liaise with SUSU reception/activities team on available spaces for meetings * Postpone meetings where space cannot be found * Look at remote meeting options for members * Committee WIDE training | |
| Medical emergency | Members may sustain injury /become unwell  Pre-existing medical conditions  Sickness  Distress | | Members | **3** | **5** | **15** | * Advise participants; to bring their personal medication * Members/Committee to carry out first aid if necessary and only if qualified and confident to do so * Contact emergency services as required 111/999 * Contact SUSU Reception/Venue staff for first aid support | | **2** | | **5** | | **10** | | * Incidents are to be reported on the as soon as possible ensuring the duty manager/health and safety officer have been informed. * Follow [SUSU incident report policy](https://www.susu.org/groups/admin/howto/protectionaccident) | |
| Insufficient Fire Safety awareness | If a fire alarm is triggered, people may not know where to go-  Crushing, falls, burns and smoke inhalation arising from induced panic, reduced space in buildings and external walkways, obstructed fire exits, build-up of flammable materials i.e. waste cardboard/boxes. | | Members | **2** | **10** | **5** | * Ensure that members know where the nearest fire exist are and the meeting place is outside, should it be needed. * Build-up of rubbish is to be kept to a minimum. Excess build-up is to be removed promptly and deposited in the designated areas. | | **1** | | **5** | | **5** | | * All incidents are to be reported as soon as possible ensuring the duty manager/health and safety officer have been informed. * Call emergency services and University Security: * Emergency contact number for Campus Security: * Tel: +44 (0)23 8059 3311 * (Ext:3311). | |

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| ***PART B – Action Plan*** | | | | | | | | |
| **Risk Assessment Action Plan** | | | | | | | | |
| **Part no.** | **Action to be taken, incl. Cost** | **By whom** | | **Target date** | **Review date** | | | **Outcome at review date** |
| 1 | Committee to send copies of all food hygiene training certificates to [activities@susu.org](mailto:activities@susu.org) | Relevant committee members – president to ensure complete. | |  |  | | |  |
| 2 | Committee members to create and display lists of ingredients (with allergens written in bold) at the stall | Relevant committee members – president to ensure complete. | |  |  | | |  |
| 3 | Committee to read and share SUSU Expect Respect Policy | Relevant committee members – president to ensure complete. | |  |  | | |  |
| Responsible committee member’s signature:  HARKRISHAN JAEDEN SINGH KAREER | | | | | Responsible committee member’s signature:  ROBIN SINGH HANJRA | | | |
| Print name: Harkrishan Jaeden Singh Kareer | | | Date:7/11/2024 | | | Print name: Robin Singh Hanjra | Date: 7/11/2024 | |

**Assessment Guidance**

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| * Eliminate | | | | | Remove the hazard wherever possible which negates the need for further controls | | | | If this is not possible then explain why |  |  |
| * Substitute | | | | | Replace the hazard with one less hazardous | | | | If not possible then explain why |  |
| * Physical controls | | | | | Examples: enclosure, fume cupboard, glove box | | | | Likely to still require admin controls as well |  |
| * Admin controls | | | | | Examples: training, supervision, signage | | | |  |  |
| * Personal protection | | | | | Examples: respirators, safety specs, gloves | | | | Last resort as it only protects the individual |  |
| **LIKELIHOOD** | 5 | 5 | 10 | 15 | | 20 | 25 |  | | | |
| 4 | 4 | 8 | 12 | | 16 | 20 |  | | | |
| 3 | 3 | 6 | 9 | | 12 | 15 |  | | | |
| 2 | 2 | 4 | 6 | | 8 | 10 |  | | | |
| 1 | 1 | 2 | 3 | | 4 | 5 |  | | | |
|  | | 1 | 2 | 3 | | 4 | 5 |  | | | |
| **IMPACT** | | | | | |  | | | |

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| Impact | | Health & Safety |
| 1 | Trivial - insignificant | Very minor injuries e.g. slight bruising |
| 2 | Minor | Injuries or illness e.g. small cut or abrasion which require basic first aid treatment even in self-administered. |
| 3 | Moderate | Injuries or illness e.g. strain or sprain requiring first aid or medical support. |
| 4 | Major | Injuries or illness e.g. broken bone requiring medical support >24 hours and time off work >4 weeks. |
| 5 | Severe – extremely significant | Fatality or multiple serious injuries or illness requiring hospital admission or significant time off work. |

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| Likelihood | |
| 1 | Rare e.g. 1 in 100,000 chance or higher |
| 2 | Unlikely e.g. 1 in 10,000 chance or higher |
| 3 | Possible e.g. 1 in 1,000 chance or higher |
| 4 | Likely e.g. 1 in 100 chance or higher |
| 5 | Very Likely e.g. 1 in 10 chance or higher |