

Risk Assessment – COVID19

Reference No: NHCRA/NHC/001

Curriculum Area/ Department:	All NHC sites All staff	Risk Assessors (Name/Position):	Giles Huby, Senior H&S Manager	Date of Assessment:	22 Mar 2021
Scope of Risk Assessment:	<p>This Risk Assessment (RA) is intended to mitigate general risks related to COVID19 for students and staff engaged in work on NHC sites.</p> <p>It must be complied with fully by all students and staff who have been authorised to access NHC sites during phases of lockdown (lockdown phases are defined in the latest version of Scottish Government’s COVID19 route map¹).</p> <p>Refer to additional COVID19-related RAs for location-specific or activity-specific risks.</p>				
Approved By (Name/Position):		Date Approved/Signature:		Review Date:	
Giles Huby, NHC Senior H&S Manager		<i>Signed electronically</i>		22 Mar 2021	

Date Reviewed	Name/Position	Change summary	Version
05 Jun 2020	Giles Huby, Director of ETEC	Initial Issue	1.0
18 Jun 2020	Giles Huby, Director of ETEC	Amends cleaning waste disposal following suspect COVID case; updates wrt reference ¹	1.1
07 Aug 2020	Giles Huby, Director of ETEC	Students added to scope; reference ¹ updated; general updates due to Phase 3 context; duplicated content removed	1.2
25 Aug 2020	Giles Huby, Director of ETEC	Amends details of: signing in/out, hand washing, equipment cleaning details in break and workshop areas; and face coverings, following SG schools’ guidance update	1.3
02 Sep 2020	Giles Huby, Director of ETEC	Face coverings details updated following updated SG guidance	1.4
28 Sep 2020	Giles Huby, Director of ETEC	Amended vs updated SG guidance on car sharing, individual Risk Assessments, Protect Scotland app; and site access details	1.5
30 Nov 2020	Giles Huby, Director of ETEC	Sect 1 updated to include Test & Trace contact	1.6
22 Mar 2021	Giles Huby, Director of EBE	Sect 4 updated with respect to school senior phase pupils	1.7

¹ <https://www.gov.scot/publications/covid-19-framework-decision-making-scotlands-route-map-through-out-crisis-phase-3-update-30th-july-2020/pages/3/>

6 May 2021	Jim Hutton Health and Safety Officer	Sect 4 updated with respect to senior phase pupils	1.8
21 July 2021	Jim Hutton Health and Safety Officer	Sect 1 updated to include Information on voluntary LFD testing. All references to 2m social distancing changed to 1m Section 3 wording changed from essential to necessary	1.9

Hazard		Initial Risk			Controls	Residual Risk		
Hazard Description	People at risk	Severity	Likelihood	Risk Rating	Describe fully all controls applicable. If a control can only be verified by documentation, then it must be available. All controls must be valid in that they reduce severity, likelihood or both.	Severity	Likelihood	Risk Rating
					<ul style="list-style-type: none"> ○ Download the Protect Scotland app on your smartphone, if you have one. ○ Staff should have completed the SG Individual Risk Assessment³ and, if their resulting Risk Rating was <i>High</i> or <i>Very High</i> they need to confirm with their line manager whether additional risk mitigations need to be implemented <u>before</u> they visit the site. This discussion shall also evaluate whether it is in fact still appropriate for them to visit an NHC site at all. ○ It is recommended that all staff and students carry out voluntary LFD (Lateral Flow Device) Testing twice weekly when attending North Highland College sites. Test kits are available from the college and can also be ordered online or picked up at local pharmacies. Do not attend if test indicates a positive result. ○ It is recommended that voluntary LFD (Lateral Flow Device) Testing is carried out prior to anyone attending NHC. Test kits can be ordered online or picked up at local pharmacies Do not attend if test indicates a positive result. • Due to the ongoing developments in national safety guidance details of when and how sites can be accessed - for activities other than practical teaching – will be published separately and amended when necessary. • Note that where staff believe they require access on multiple, consecutive days – other than for essential on-site practical activity – must have agreed the need for their visit with their line manager and Estates (via Unidesk) beforehand. 			

³ <https://www.gov.scot/publications/coronavirus-covid-19-guidance-on-individual-risk-assessment-for-the-workplace/>

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2. Travel to/from NHC sites								
COVID19 transmission	Students, Staff, Contractors	5	3	15	<ul style="list-style-type: none"> Avoid using public transport when travelling to and from work – wear face coverings on public transport⁴. You should only car share with members of your own, or extended, household. Where there is no alternative, and it is wholly unavoidable for you to share a vehicle with people from another household then you should: <ul style="list-style-type: none"> keep to small groups of people, up to a maximum of 6, at any one time; wear a face-covering, unless you are exempt; clean your hands before and after your journey; keep your distance and take care entering and exiting the vehicle; sit as far apart as possible in the vehicle, avoiding face-to-face; maintain good ventilation by keeping the car windows open; if the vehicle is your responsibility, clean the door handles and other areas that people touch; If you regularly share transport whether it is a car or minibus or other private vehicle, try and share with the same people each time. School students travelling to NHC sites on dedicated school transport must wear face coverings. See separate RA for use of NHC vehicles 	5	2	10

⁴ <https://www.gov.scot/publications/coronavirus-covid-19-phase-2-staying-safe-and-protecting-others/pages/face-coverings/>

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3. Entering and Leaving an NHC Site								
COVID19 transmission Chemicals (alcohol-based hand sanitiser)	Students, Staff, Contractors	5	3	15	<ul style="list-style-type: none"> • Before visiting, check section 1 of this RA and ask yourself if your visit is <i>necessary</i> rather than <i>desirable</i>. If it is not necessary, do not visit! • You must observe all safety notices on site regarding all COVID19 precautions, including one-way systems in buildings, maximum room occupancy, distancing and hand & respiratory hygiene. • No entry shall be permitted to anyone displaying COVID19 symptoms. • Entry and exits to building/site are limited to the minimum number of points required. • <u>Signing in/out – ALL:</u> <ul style="list-style-type: none"> ○ Anyone visiting NHC sites must sign in and out to facilitate contact tracing if required. ○ When signing in/out with a hard copy register, use your own pen and sanitise hands before and after handling the register. ○ At the Thurso main site sign in/out at the location most relevant: CfEE building, ETEC, Hair & Beauty (Morven wing) or main reception. ○ For ERI at Castle St sign in at the ERI main entrance. ○ Staff & students for all other sites will be notified of signing in arrangements separately if they differ from normal arrangements. • <u>Signing in/out – Students:</u> 	5	2	10

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					<ul style="list-style-type: none"> ○ For those notified to attend inductions in person, lecturers will sign in students and obtain contact details for contact tracing purposes. ○ For those required to attend teaching activities on site, lecturers will manage this using normal; registration procedures. ○ For those who have been notified to attend a face to face non-teaching activity, students must sign in/out at reception – and this must be arranged with and overseen by the section being visited. • <u>Signing in/out – Contractors:</u> <ul style="list-style-type: none"> ○ This must be done at the Estates team office – the location will be notified to you beforehand. • COVID-19 site controls must be notified to all returning students and staff (complying strictly with social distancing measures). • Hand sanitiser pump action containers available in multiple work areas of NHC buildings and especially on main travel routes through the building/site including access and egress areas. Refer to COSHH assessments for alcohol-based hand sanitiser. • Advisory hand washing signage displayed throughout the building/site, especially at entrances and exits and where people congregate. • Signs displayed reviewed and replaced as necessary. • Until further notice 3rd party visitors are not permitted on site except for deliveries, waste collection and contractors – as managed by the Estates team • Anybody visiting site will be informed that they are not to enter if they're experiencing COVID19 symptoms and will 			

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					<p>be advised to self-isolate in line with government recommendations</p> <ul style="list-style-type: none"> Permitted visitors confined to strictly defined areas and no unnecessary movements around the building allowed. No tea/ coffee or drinks or food to be provided to permitted 3rd party visitors. 			
4. Proximity to people on site								
<p>COVID19 transmission</p> <p>Chemicals (alcohol-based hand sanitiser)</p>	Students, Staff, Contractors	5	3	15	<ul style="list-style-type: none"> Numbers of students and staff on site shall be kept at an <u>absolute minimum</u> by observing the principle of working/studying from home except those who must use specific facilities on an NHC site, and only staying on NHC site for the duration of the activity. All activity not requiring use of specific NHC facilities shall be conducted by working/studying from home. You must observe all safety notices on site regarding all COVID19 precautions, including one-way systems in buildings, maximum room occupancy, distancing and hand & respiratory hygiene. At least 1m social distancing must be maintained in all locations between: <ul style="list-style-type: none"> All staff and HE/FE students; Staff and school students. <p>Reimplantation of school bubbles</p> <ul style="list-style-type: none"> Reimplantation of school bubbles with 1m social distancing between school bubbles. 	5	2	10

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					<ul style="list-style-type: none"> ○ 1 metre social distancing within the school bubbles where possible. Not mandatory where teaching space does not permit. ○ No physical contact between pupils ○ Use of all available spaces to promote social distancing. ○ Seating plans in all classes to be provided to allow for track and trace ○ Pupils to sit side by side where possible as opposed to face to face. ○ Congestion to be minimised where pupils require to move around in classes. ○ Maximisation of ventilation within teaching spaces. ○ Face masks to be worn by staff and pupils within classes and communal areas at all times. <ul style="list-style-type: none"> ● The following hygiene measures must be observed by all: <ul style="list-style-type: none"> ○ Avoiding touching eyes, nose, mouth and unwashed hands ○ Wash hands frequently, with soap and water for at least 20 seconds followed by the use of an alcohol-based hand sanitiser that contains at least 60-95% alcohol. ○ Cover your cough or sneeze with a tissue and throw it away in a bin and wash your hands. ● Hand sanitiser pump action containers available in multiple work areas of NHC buildings and especially on 			

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					<p>main travel routes through the building/site including access and egress areas. However, hand washing with soap and water is the preferred method whenever possible. Hand sanitiser should not be used as a quick alternative to correct hand washing with soap and water if the latter is readily to hand.</p> <ul style="list-style-type: none"> • Refer to COSHH assessments for alcohol-based hand sanitiser. • To aid the maintaining of social distancing limit social interactions by staggering start/finish times and break/lunchtimes. • All must avoid social gathering on site, hand shaking and general close personal greetings. • Meetings to be held by VC. Where face-to-face discussions are essential, they should be held in the largest open space available, socially distanced, and for no more than 15 mins. • When Face Coverings must be worn: Face coverings should be worn indoors wherever 1m distance cannot be guaranteed. This includes where people are interacting face-to-face at less than 1m for a sustained period (about 15 minutes or more) or for any amount of time where there is close contact within 1m. Face coverings should also be worn in the following circumstances (except where someone is exempt from wearing a covering): <ul style="list-style-type: none"> ○ If practical activities involve occasional instances where 1m cannot be maintained between people then face coverings must be worn throughout the activity. ○ where people are moving about in institutions in corridors and indoor communal areas (including 			

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					<p>toilets) as well as other areas of campus where 1m physical distancing cannot be guaranteed .</p> <ul style="list-style-type: none"> ○ staff and senior phase pupils in all teaching and communal areas. ○ in line with the current arrangements for public transport, where adults and young people aged 5 and over are travelling on public and dedicated college and university transport. <ul style="list-style-type: none"> ● Active monitoring to be carried out at regular intervals by Supervisors/Management. ● Face Coverings hygiene: <ul style="list-style-type: none"> ○ face coverings should not be shared with others ○ before putting on or removing the face covering, hands should be cleaned by washing with soap and water or hand sanitiser ○ make sure the face covering is the right size to cover the nose, mouth and chin ○ when temporarily storing a face covering (e.g. during classes), it should be placed in a washable, sealed bag or container. Avoid placing it on surfaces, due to the possibility of contamination ○ re-usable face coverings should be washed after each day of use at 60 degrees centigrade or in boiling water ○ disposable face coverings must be disposed of safely and hygienically. Staff and students should place their face coverings in the general waste bin. They are not considered to be clinical waste in the same way that used PPE may be. 			

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Stress	Students & Staff	3	4	12	<ul style="list-style-type: none"> Regular communication is in place (individual and group) to ensure staff are fully informed of how and when to return to work safely. Workplace/controls put in place to reduce risk of transmission of COVID19 are documented in procedures and policies and disseminated to employees through line managers and HR. Line managers are aware of how big changes to working arrangements may cause additional work-related stress and affect their employees' mental health and wellbeing. Managers hold regular informal discussions with their team and look at ways to reduce causes of stress. Concerns on workload issues or support needs are escalated to line manager. Staff who are in vulnerable groups themselves or caring for others are encouraged to contact their line manager to discuss their support needs Where stress risk assessments are already in place these must be reviewed and updated subject to the significance of new working arrangements. All to be made aware of supportive mechanisms available to them (e.g. counselling, occupational health, HR, etc) through line managers. 	3	3	9

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5. Incident Responses								
COVID19 transmission	Students, Staff, Contractors	5	3	15	Response to suspected COVID19 infection <ul style="list-style-type: none"> Refer out to separate NHC procedure⁵, which is applicable in all instances where someone: <ul style="list-style-type: none"> Becomes unwell with COVID19 symptoms, irrespective of location. Needs to self-isolate because they have been traced as a close contact. 	5	2	10
		5	3	15	Response to Fire Alarms <ul style="list-style-type: none"> If the Fire Alarm sounds (and it is not a scheduled Fire Alarm test) then the building should be evacuated in accordance with the Emergency Fire Action Plan – even if this contravenes COVID19 one-way systems in buildings. In these circumstances everyone should endeavour to maintain 1m distancing as much as practicable whilst evacuating buildings. When at the Fire Assembly Point everyone must maintain 1m social distancing and this shall be supervised by the Fire Warden. 	5	1	5
		5	3	15	First Aid Provision <ul style="list-style-type: none"> FA bag contents to be augmented to include additional sanitiser wipes and PPE for the First Aider. For minor injuries, First Aider can verbally instruct the injured party to apply treatment (under their supervision) while still maintaining strict 1m social distancing measures. 	5	2	10

⁵ [NHC-procedure COVID19-infection v1-1 20200825.docx](#)

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					<ul style="list-style-type: none"> Whenever practicable a first aider shall apply 1m distancing rule in situations where they need to support a casualty to provide appropriate emergency first aid. See separate Risk Assessment for those FA circumstances when 1m distancing cannot be maintained. 			
6. Offices & Classrooms								
COVID19 transmission	Students, Staff, Contractors	5	3	15	<p>Ensure all spaces are well ventilated, Doors and windows to be opened at daily start times and wedged where practical in order to increase ventilation. [If windows' state of repair means they cannot be opened, immediately report on Unidesk]. Note that:</p> <ul style="list-style-type: none"> Fire Doors must NOT be wedged open. The Emergency Fire Action Plan asks people to close internal doors on the exit route whilst leaving the building if it is safe to do so. <ul style="list-style-type: none"> Avoid multiple people using office space for any prolonged periods, even if distanced – find large spaces to work in, frequently ventilate rooms and do all admin work from home. 	5	2	10
7. Canteen & Break Areas								
COVID19 transmission Chemicals (alcohol-based hand sanitiser)	Students, Staff, Contractors	5	3	15	<ul style="list-style-type: none"> Kitchen equipment/utensils/cups to be removed from service – all staff to take pre-packed food and drinks for their consumption only and using own plates and mugs etc. 	5	2	10

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				15	<ul style="list-style-type: none"> Wash/sanitise hands immediately before and after touching kettles and microwaves and clean these items down after use with wipes. Communal coffee/tea not to be used – staff bring own tea, milk etc for individual use only. Restricted number of personnel in kitchen area – signage. Staggered tea breaks to minimise people in area – do not remain in canteen areas for prolonged periods, even when distanced. All to wash and dry their hands more routinely (20 second rule). Tables to be spaced/removed to allow social distancing. Maintain clear surfaces after use. Newspapers are not to be taken into work. Immediately after using tables, chairs, equipment etc everyone shall clean the touched surfaces afterwards with wipes. Active monitoring to be carried out at regular intervals by all staff. 			10
8. Toilets								
COVID19 transmission Chemicals (alcohol-based hand sanitiser)	Students, Staff, Contractors	5	3	15	<ul style="list-style-type: none"> Restricted number of people in toilet areas – signage on display – varies with size of toilet facilities. Observe the 20 second rule for hand washing after using the toilet. Close toilet lids before flushing, to prevent droplet transmission. 	5	2	10

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10. Use of Work Equipment								
COVID19 transmission Chemicals (alcohol-based hand sanitiser)	Students, Staff, Contractors	5	3	15	<ul style="list-style-type: none"> In every possible circumstance allocate equipment/tools to specific individuals to minimise sharing. Wash/sanitise hands immediately after using any multi-user equipment or provide and use disposable gloves where this is more suitable. Teaching staff shall ensure that all tools/equipment used during a lesson and/or for the day are cleaned at the end by all students involved with disposable wipes, before someone else might use them. Alcohol based hand sanitiser available for use. Refer to COSHH assessments for alcohol-based hand sanitiser. 	5	2	10
Electricity/mains voltage when using portable electrical equipment	Students, Staff, Contractors	5	2	10	<ul style="list-style-type: none"> Due to the time sites have been unoccupied there may be some items that missed being Portable Appliance Test (PAT) tested. Before using a portable appliance for the first time: <ul style="list-style-type: none"> Carry out a pre-use check. This is a visual inspection of the entire device and its power lead, checking for damage, burning or loss external/internal parts. If in any doubt about the item do not use it, segregate it so others cannot use it, and contact the Estates team straight away. 	5	1	5
11. Cleaning								

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COVID19 transmission Chemicals (cleaning materials)		5	4	20	Cleaning of potentially contaminated areas following a suspected case of COVID19 in someone working onsite <ul style="list-style-type: none"> Consult the latest national guidance at https://www.gov.uk/government/publications/covid-19-decontamination-in-non-healthcare-settings/covid-19-decontamination-in-non-healthcare-settings Ensure sufficient PPE (disposable gloves and aprons) are used Ensure area is isolated from general use Provide sufficient and effective detergent, disinfectant, disposable cloths and mops for use in cleaning and disinfecting affected areas Dispose of contaminated cleaning materials, PPE and infected items securely within disposable bags. When full, the plastic bag should then be placed in a second bin bag and tied. These bags should be stored for 72 hours before being put out for collection. 	5	2	10
COVID19 transmission Chemicals (cleaning materials)	Students, Staff, Contractors	5	3	15	Routine cleaning <ul style="list-style-type: none"> All staff are requested to conduct regular and appropriate cleaning measures in their own working areas: all hand contact points cleaned (including door handles, light switches, furniture, handrails, IT equipment, desks, phones, taps, dispensers, food preparation areas). Appropriate cleaning products are provided, so that staff can frequently clean their workstations during the day. Cleaners to carry out cleaning regime (specific focus on common area touchpoints, door handles, stair handrails, washing facilities, restrooms etc.) Everyone shall, wash and dry their hands more routinely (20 second rule): 	5	2	10

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					<ul style="list-style-type: none"> ○ Before any eating or drinking ○ After using the toilet ○ After using a disposable tissue ○ When you start and when you finish your shift ○ Keep your hands away from your face to prevent risk of transmission (i.e. your eyes and mouth). • Alcohol based hand sanitising/moisturising available for use. Refer to COSHH assessments for alcohol-based hand sanitiser. • Persons undertaking the cleaning instructed with clear safe usage instructions: <ul style="list-style-type: none"> ○ The relevant Safety Data Sheet and COSHH assessment is provided for the substances in use ○ Correct PPE is provided for the use of cleaning materials ○ Staff provided with waste bins lined with a plastic bag so that they can be emptied without contacting the contents. ○ Staff are instructed that the emptying of bins and wastepaper baskets should be followed by hand washing. 			

Assign values for the hazard severity (a) and likelihood of occurrence (b) (taking into account the frequency and duration of exposure) on a scale of 1 to 5, then multiply them together to give the rating band.

Hazard Severity (a)	Likelihood of Occurrence (b)
1 – Trivial (eg discomfort, slight bruising, self-help recovery)	1 – Rare (almost never)
2 – Minor (eg small cut, abrasion, basic first aid need)	2 – Unlikely (occurs rarely)
3 – Moderate (eg strain, sprain, incapacitation > 3 days)	3 – Possible (could occur, but uncommon)
4 – Major (eg fracture, hospitalisation >24 hrs, incapacitation >4 weeks)	4 – Likely (recurrent but not frequent)
5 – Fatal (single or multiple)	5 – Very likely (occurs frequently)

CONSEQUENCE	LIKELIHOOD				
	Rare (1)	Unlikely (2)	Possible (3)	Likely (4)	Very Likely (5)
Fatal (5)	5	10	15	20	25
Major (4)	4	8	12	16	20
Moderate (3)	3	6	9	12	15
Minor (2)	2	4	6	8	10
Trivial (1)	1	2	3	4	5

The risk rating (high, medium or low) indicates the level of response required to be taken.

Rating Bands (a x b)		
Low Risk (1 to 8)	Medium Risk (9 to 12)	High Risk (15 to 25)
Trivial to Tolerable	Moderate to Substantial	Intolerable
Continue, but review periodically to ensure controls remain effective	Continue, but implement additional reasonably practicable controls where possible and monitor regularly	STOP THE ACTIVITY Identify new controls. Activity must not proceed until risks are reduced to a low or medium level