

## **Health and Safety Risk Profiling**

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Health and Safety Risk Registers help organisations understand the risks they face and become proactive in managing/controlling those risks - rather than being reactive.

After joining the staff at the University, James was keen to change the University's culture and so contacted a criminal lawyer who gave a presentation to senior management outlining their legal health and safety responsibilities.

To some it was a revelation that the responsibilities did not stop with the health and safety team. From this point, James was able to initiate a three stage plan.

Firstly, he put in place a series of 2½ hour workshops for each of the 10 schools, to which 10 delegates from that school were invited – with the dean of that school/director also in attendance (critical to the credibility of the programme) – the aim being for each group to identify their significant health and safety risks.

These workshops were held over an 18 month period in conjunction with a consultant. Each of the schools has now completed their own Health and Safety Risk Register, which has a 'traffic light' rating system – red, amber, green to indicate the severity of the risk - together with an Action Plan to manage/control the risk.

Their most significant risk related to control of chemicals/substances followed by lone working. A template for the Risk Register which James devised is available on the BHSEA website.