

Middlesex County Cricket Club / Middlesex in the Community

Risk Assessment Policy

Our Approach to Risk Assessments

Why do we have this policy?

We are committed to providing a safe, healthy and supportive working environment for everyone we work with. Risk assessments are one of the ways we do this. They help us identify potential hazards, understand who may be affected, and put sensible steps in place to reduce risk.

Risk assessment is not about eliminating all risk (that would be impossible), but about managing risk in a proportionate, practical and reasonable way.

Our Principles

Our approach to risk assessment is guided by the following principles:

- Prevention first - avoiding risks wherever reasonably practicable
- Proportionality - focusing on real risks, not paperwork for the sake of it
- Shared responsibility - keeping people safe is everyone's job
- Practical action - assessments should lead to clear, workable controls
- Continuous review - risk changes, so our approach does too

When Risk Assessments Are Required

Risk assessments will be carried out where there is a potential risk of harm, including (but not limited to):

- General workplace activities
- Manual handling tasks
- Use of equipment or machinery
- Lone working
- Display screen equipment (DSE)
- New or changed activities, processes or environments
- Events, off-site work or travel

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- Situations involving higher-risk individuals (e.g. children, vulnerable adults, pregnancy, disability, health conditions)

How Risk Assessments Are Carried Out

When completing a risk assessment, we will:

1. Identify hazards that could reasonably cause harm
2. Consider who may be affected and how
3. Evaluate the level of risk and existing controls
4. Put additional control measures in place where needed
5. Record findings where appropriate
6. Communicate outcomes clearly to those affected

Risk assessments will be suitable and sufficient, and proportionate to the level of risk involved.

Dynamic Risk Assessment

We recognise that not all risks can be predicted in advance. Staff are expected to carry out dynamic risk assessments as part of their day-to-day work, particularly where situations change.

This means pausing, assessing what is happening in the moment, and taking reasonable steps to reduce risk, including stopping an activity if it is unsafe to continue.

Roles and Responsibilities

The organisation will:

- Provide appropriate risk assessments and guidance
- Review assessments regularly and when changes occur
- Consult with staff where relevant
- Provide training where needed

Managers will:

- Ensure relevant risk assessments are in place
- Act on findings in a timely way
- Encourage staff to raise concerns

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All staff are expected to:

- Take reasonable care of their own health and safety
- Follow control measures and safe systems of work
- Use equipment as instructed
- Report hazards, near misses and concerns promptly

Review

Risk assessments will be reviewed:

- Regularly
- Following an incident or near miss
- When there is a significant change in work, environment or people
- Where concerns are raised



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