

Path4 Risk Assessment Policy



1. Purpose The purpose of this Risk Assessment Policy is to establish a framework for identifying, evaluating, and mitigating risks that could potentially impact the health, safety, and wellbeing of Path4 employees, contractors, visitors, and others affected by the organisation's activities. This policy ensures compliance with the Management of Health and Safety at Work Regulations 1999.

2. Scope This policy applies to all Path4 sites, operations, and activities. It is relevant to employees, contractors, visitors, and other stakeholders interacting with Path4.

3. Responsibilities

3.1 Management Responsibilities

- Ensure that risk assessments are conducted regularly and whenever significant changes occur.
- Provide necessary resources and training for completing effective risk assessments.
- Act on the findings of risk assessments to mitigate identified risks.
- Review and update risk assessments periodically or when changes arise.

3.2 Employees and Contractors

- Participate in the risk assessment process by providing relevant information and feedback.
- Follow safe work practices and comply with risk control measures implemented.
- Report hazards, near misses, or unsafe conditions promptly to management.

4. Risk Assessment Process

4.1 Identification of Hazards

- Identify potential hazards that could cause harm to individuals, property, or the environment.
- Consider all aspects of work activities, including routine and non-routine tasks.

4.2 Evaluation of Risks

- Assess the likelihood and potential severity of harm associated with each identified hazard.
- Prioritise risks based on their level of severity and likelihood.

4.3 Control Measures

- Implement appropriate control measures to reduce risks to an acceptable level.
- Use a hierarchy of control approach, prioritising elimination of hazards where possible.
- Regularly monitor the effectiveness of control measures.

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4.4 Documentation

- Maintain detailed records of all risk assessments, including identified hazards, assessed risks, control measures, and responsible persons.

5. Communication and Training

- Ensure all employees and contractors are informed of risks and control measures relevant to their roles.
- Provide training on risk assessment procedures and the safe use of control measures.

6. Monitoring and Review

- Regularly review risk assessments to ensure they remain relevant and effective.
- Update risk assessments when significant changes occur, such as new equipment, processes, or legislation.
- Conduct periodic audits to verify compliance with this policy.

7. Emergency Preparedness

- Identify potential emergency scenarios as part of the risk assessment process.
- Develop and implement emergency response plans to manage identified risks effectively.

8. Approval and Enforcement This policy has been approved by Path4's management and is effective as of [Insert Date]. All employees and contractors are required to adhere to its provisions.

Date agreed	09 th August 2026
Review Date	08 th August 2027
Approved by	Moinul Islam MBE (Head of Centre)
	Alaur Rahman (Head of Operations)