

Hazard	Mitigating Circumstances	Risk	Additional Action Required	Notes
Safeguarding	Clear reporting pathways for bullying, harassment, or discrimination are available and communicated to all participants.	Potential for individuals to feel unsupported, vulnerable, or marginalised if no clear process exists.	Ensure all staff and participants know they can report concerns to the Site Supervisor in person or by emailing the Chairperson at icmcpherson@fastmail.com .	Include safeguarding as part of the initial site briefing for all team members.
Risk of bullying, harassment, or discrimination occurring among team members or staff.	Confidentiality will be maintained unless further action is required for safety or resolution.	Risk of escalation of negative behaviour if issues are not addressed promptly.	Schedule regular, anonymous feedback opportunities to identify any unreported issues.	Reiterate the zero-tolerance policy for bullying, harassment, and discrimination.
Lack of a clear reporting mechanism may discourage individuals from seeking support.	Site supervisors and the Chairperson are trained to handle reports sensitively and fairly.	Breakdown in trust and morale among team members if safeguarding is not prioritized.	Conduct a review after each season/project to ensure safeguarding procedures are working effectively.	Keep records of all reports and actions taken, ensuring GDPR compliance or similar privacy regulations are met.