Risk Assessment Form

Section 1: Activity Details

1. Title	Stratford Park Lido Operations	**5. Risk Assessed by**	Darren Young
2. Activity Location	Active Lifestyles Stroud	**6. Risk Assessor Signature**	*Darren Young*
3. Assessment Ref.	ALSD-096-Lido	**7. Risk Assessment Date**	3rd February 2026

4. Activity Scope

Purpose

- To address identified hazards in and around the Lido complex at Stratford Park.
- To inform operational decisioning on the operation of the Lido
- To providence that mitigations are available and in place to ensure that staff, customers and the environment are protected from harm

Section 2: Risk Assessment

(A) Significant Hazards…	(B) Who may be harmed…	(C) Required Risk Control Measures…	Refer to the matrix in section 3 (D) Risk Rating… C	L	RR
Falls from Height • Many of the walls around the lido compound present an unguarded risk of falls • Most notable area is to the rear of the diving boards	**Swimmers/Bathers** • Individuals walking around the poolside • Children running or playing near edges • Teenagers congregating near diving boards or elevated surfaces • People unfamiliar with the layout, especially during busy periods **Vulnerable Users** • Young children • Elderly visitors • People with reduced mobility, balance issues, or visual impairments	• Guard railing to be installed to all low-lying walls. • Use anti-climb fencing in high-risk areas such as the circumference of the lido grounds. • Block off access to high-risk zones completely where practicable. • Implement an out-of-hours security sweep to deter climbing or trespass. • Schedule routine structural inspections of walls, platforms, and drop areas. • Repair any damaged railings, coping stones, or wall surfaces immediately. • Ensure vegetation or debris is removed to maintain good visibility of edges. • Document inspections and repairs for audit and safety assurance. • Contractors & Maintenance workers to be escorted to area of working. Regular checks to be completed whilst on-site.	**2**	**C**	**M**

	Trespassers (Out of Hours) • Young people climbing walls or accessing diving board platforms • Individuals attempting to enter the site unsupervised **Contractors & Maintenance Workers** • Engineers or repair staff working at height or on unstable surfaces • External contractors unfamiliar with site hazards				
Subsidence • Multiple cracks have formed through the concrete poolside area directly beneath and adjacent to the diving board indicating instability. This **may** be a result of the partial failure of the iron pipework, pool tank or other cause	**Swimmers / Bathers** • People walking barefoot on weakened surfaces • Children running or playing in the area • Swimmers queueing near subsidence areas **Maintenance & Technical Staff** • Staff inspecting the pool tank, pipework, or the diving board structure • Contractors carrying out repairs to piping, concrete, or supports **Vulnerable People** • Children • Elderly users • People with mobility, balance, or sensory impairments **Trespassers (Out of Hours)** • Young people attempting to access diving boards when closed • Individuals climbing perimeter walls near unstable ground	Further investigations …… Immediate Area Closure • Erect physical barriers (Heras fencing or water-filled barriers) around all cracked or unstable zones. • Completely isolate access to the diving board until structural stability is verified. • Use high-visibility signage warning of unstable ground. • Commission a qualified structural engineer to assess: 1. Extent of subsidence 2. Risk of sudden collapse 3. Safety of diving board foundations 4. Integrity of underlying iron pipework and pool tank • Record findings in maintenance logs and update PSOP. • Use a photographic log to track changes in: 1. Crack size 2. Ground displacement 3. Water seepage or movement Where recommended by an engineer, use: 1. Rapid-set concrete infill 2. Temporary shoring beneath affected areas 3. Void filling (resin injection **or grout)** if subsurface cavities are present • These control short-term collapse risk but do **not** replace long-term repair. Since subsidence may be caused by failure underground: • Investigate iron pipework for leaks or collapse.	**3**	**C**	**H**

		• Complete a pressure test on associated pipe networks. • Inspect pool tank wall and base for corresponding cracks. • Schedule emergency repair if active leaks are detected. The area must be **fully closed** if any of the following occur: • Crack widening or new cracks forming • Visible ground movement or sinking • Water rising through cracks • New noise, vibration, or instability when stepped on • Engineer advises cessation of use • Diving board support structure appears affected in any way			
Plant age & condition • It is noted that the filtration plant has exceeded its operational lifespan. • The plant may fail to start or fail thereafter	**Swimmers / Bathers** • Swimmers relying on safe, disinfected water. • Children and vulnerable users who are more sensitive to water quality issues • All pool users if the system fails and causes sudden deterioration in water clarity or chemical balance **Lifeguards / Operational Staff** • Lifeguards exposed to poor air quality or contaminated water during plant malfunction • Duty Managers responsible for emergency response if the plant fails mid-session • Staff exposed to electrical or mechanical hazards during attempts to restart failed equipment **Technical, Plant & Maintenance Staff** • Engineers working on ageing pumps, valves, filters, or electrical panels	• Implement an enhanced Planned Preventative Maintenance (PPM) schedule with more frequent checks due to plant age. • Conduct daily pre-opening plant checks (pressure readings, pump function, flow rates, leaks, unusual noises). • Carry out weekly in-depth inspections of pumps, filters, valves, strainers, and control panels. • Document all maintenance actions for traceability and early fault detection. • Develop a Plant Failure Emergency Procedure in the PSOP. Duty Managers trained to: 1. Shut down plant safely 2. Evacuate or partially close the pool if circulation stops 3. Test water immediately following failure • Keep spare critical components on-site (gaskets, fuses, strainers, small pump parts). • Reduce bather load to limit demand on the ageing system. • Operate in shorter sessions to maintain better turnover and water balance. • Temporarily reduce operating hours if plant reliability declines to allow cooling and inspection. • Schedule a full plant condition survey by a qualified pool plant engineer. • Use this to justify limited repair funding or external grant applications. The pool must be closed immediately if: • Pump fails or circulation stops • Filter pressure rises or drops outside safe parameters	**3**	**D**	**M**

	• Technicians exposed to chemical risks if dosing systems behave unpredictably during plant failure • Staff at risk from manual handling injuries, hot surfaces, or mechanical failure when repairing equipment **Contractors** • External specialists attending site to diagnose or repair breakdowns • Contractors unfamiliar with deteriorated infrastructure or undocumented legacy installations **Visitors & Spectators** • Spectators who may be affected indirectly if an evacuation is required • Vulnerable visitors (elderly, mobility-restricted) during unplanned closures or movement around plant-adjacent areas **Vulnerable Groups** • People with respiratory conditions (chloramine spikes possible during poor circulation) • People with skin sensitivities or medical conditions impacted by water imbalance	• Water clarity deteriorates • Dosing becomes unstable or unsafe • Any burning smell, vibration, or electrical fault occurs These triggers must override all operational decisions. • Include plant replacement in capital programme planning.			
Lido Pipework (flow, return & drainage) • Excessive corrosion, risk of unplanned collapse, potential impact on diving structure	**Swimmers / Bathers** • Anyone in the pool who may be exposed to: • Sudden water quality deterioration due to pipe rupture	• Physically isolate areas above or near the affected pipe routes using Heras fencing or rigid barriers. • Close access to the diving structure if pipe failure may be undermining its foundations.	**4**	**C**	**H**

• Visual inspection both in the plant room and from available manholes shows all iron pipework to be excessively corroded • Unplanned collapse may occur posing and environmental and people hazard. • Possibility that partial failure is already impacting the diving structure.	• Turbulence or suction irregularities caused by partial pipe failure • Swimmers using the diving area, where structural destabilisation may occur **Lifeguards & Operational Staff** • Lifeguards positioned near the diving structure or poolside where ground instability may worsen • Duty Managers responding to plant alarms or sudden changes in circulation • Staff who may be exposed to contaminated water if a drainage or return line bursts **Technical, Plant & Maintenance Staff** • Plant room operators working adjacent to corroded pipework • Maintenance engineers inspecting manholes, chambers, or underground pipe routes • Staff at risk from: • Mechanical failure • Sudden flooding • Collapse of surrounding concrete or soil • Exposure to pressurised leaks **External Contractors** • Contractors completing repairs, surveys, CCTV inspections, or structural works	• Install high-visibility signage warning of unstable ground or subsidence risk. • Restrict heavy loads (equipment, crowds) in affected zones. • Commission a qualified structural or civil engineer to assess: • Pipework condition • Depth and extent of corrosion • Risk of imminent collapse • Any link between pipe failure and subsidence around the diving structure • Ensure the engineer provides written operational limits, including safe zones and required shutdown triggers. • Conduct pressure testing of flow, return, and drainage lines to identify active leaks. • Install temporary flow sensors or pressure gauges to detect sudden changes in performance. • Daily monitoring of: • Water loss rates • Unusual noise or vibration • Changes in flow/return pressure • Document all readings for trend identification. • Commission capital programme to replace iron pipework with a PVC alternative			

	• Individuals unfamiliar with the extent of corrosion and subsurface instability **Visitors & Spectators** • Individuals walking near compromised ground above failing pipework • Parents or guardians congregating near the diving board area • Those affected indirectly during emergency closures or evacuations **Vulnerable Groups** • Children (higher likelihood of running or entering restricted areas) • Elderly visitors (more susceptible to slips, instability, or sudden movement of ground) • People with mobility impairments **Trespassers (Out of Hours)** • Individuals climbing near the diving structure • People accessing manholes, chambers, or unstable ground without supervision				
Trips and falls • Uneven paving in all areas of the lido compound presents and increased trip and fall hazard	**Swimmers / Bathers** • People walking barefoot on the poolside • Children running or playing around the lido • Individuals unfamiliar with surface defects or uneven levels	• Repair or replace uneven paving slabs to restore a level walking surface. • Fill or patch cracks in cast concrete using rapid-set repair mortar or polymer-modified concrete. • Re-render or re-surface damaged areas where concrete is failing or breaking away.	**2**	**C**	**M**

• Cracking and failure to areas of the cast concrete present a trip and fall hazard	• Users carrying towels, bags, or equipment obstructing their view of the ground **Maintenance & Technical Staff** • Ground maintenance teams working around cracked or unstable surfaces • Contractors inspecting, repairing, or surveying the area • Staff carrying tools or equipment who may not see trip hazards clearly **Visitors & Spectators** • Parents and guardians supervising children • People walking around viewing areas or seating spaces • Older visitors who may have reduced balance or mobility • Individuals pushing prams or carrying chairs/bags **Vulnerable Users** • Young children (higher likelihood of running and not seeing hazards) • Elderly users (greater injury severity if they fall) • People with mobility impairments, balance issues, or visual impairments **Trespassers (Out of Hours)** • Individuals entering the site without lighting or supervision	• Apply anti-slip coatings to resurfaced zones to reduce slip risk in wet areas. Where immediate repair is not possible: • Isolate high-risk areas using cones, barriers, or temporary fencing. • Clearly mark off severely damaged zones to prevent foot traffic. • Redirect customer flow away from unsafe sections using safe marked routes. • Install highly visible “Uneven Surface” or “Trip Hazard” signage. • Use temporary painted lines, hazard tape, or contrasting colours to highlight raised edges and cracks. • Ensure signage is placed at eye level and ground level for maximum visibility. • Review surfaces for wheelchair safety and pram access. • Install ramps or alternative routes where uneven levels cannot be immediately fixed. • Provide staff assistance for people with mobility issues. **Maintenance & Long-Term Planning** • Include paving and concrete repair in the capital improvement plan. • Schedule periodic resurfacing to maintain long-term safety and compliance.			

	• Youths climbing or exploring areas where trip hazards are not visible				
Concrete pool tank • Extensive erosion of the pool tank creates a hazard to users • Extensive erosion poses a risk of chlorinated water egress to ground	**Swimmers / Bathers** • Users may suffer cuts, abrasions, or foot injuries from eroded, rough, or breaking concrete surfaces. • Children are at increased risk due to running, playing, or less awareness of underfoot hazards. • Swimmers could be exposed to sudden changes in water levels or clarity if erosion leads to water leakage. **Lifeguards & Operational Staff** • Lifeguards patrolling pool edges may slip or trip near areas where concrete erosion is severe. • Staff entering the pool for rescues or checks could be exposed to **sharp edges**, loose material, or unstable surfaces. • Duty Managers may need to respond to water loss or contamination incidents linked to erosion. **Maintenance & Technical Staff** • Staff repairing or inspecting the tank may face: ○ Edge collapse ○ Falling concrete fragments ○ Exposure to weakened structural sections • Workers may also be at risk from **chemical exposure** if chlorinated water leaks into confined spaces or pipe routes.	• **Close and isolate the entire pool tank** with rigid barriers; no public access. • **Commission structural engineer assessment** to determine extent of erosion, voiding, and collapse risk. • **Drain or stabilise water levels** to reduce hydrostatic pressure on weakened areas. • **Prevent environmental contamination** by stopping chlorinated water egress and installing temporary containment if needed. • **Restrict staff access**—permit-to-enter only, using temporary protective mats or rapid-set infill to cover sharp edges. • **Monitor condition** with photos, crack measurements, and checks for new deterioration. • **Implement long-term repair solution** such as: ○ **Fibreglass liner**, or ○ **Resin-based lining system**, or ○ **Stainless steel tank insert** (engineering-approved).	**3**	**C**	**H**

	Contractors • Engineers or contractors undertaking surveys, lining works, or patch repairs may encounter: • Unstable concrete surfaces • Subsurface voids • Sudden breaches releasing water **Visitors & Spectators** • Parents or guardians walking close to pool edges during busy periods may encounter unstable or uneven surfaces created by erosion. • Those unfamiliar with the site may not anticipate rough or degraded edges. **Vulnerable Groups** • Children (reduced awareness and higher likelihood of contact injuries) • Elderly users or people with mobility impairments (greater risk of falls or injury severity) • Individuals with sensory impairments who may not detect sudden surface changes **The Environment** Though not a person group, this hazard must be acknowledged in the assessment: • **Chlorinated water leaking** into the ground can damage soil				

	ecology and surrounding vegetation. • Water ingress can **undermine surrounding structures**, increasing risks for everyone onsite.				

Structural
• Structural concerns are noted to the plant room building
• Public access building have not been surveyed
	Operational / Technical Staff
	• Plant room operators working inside or near a potentially unstable structure
	• Maintenance engineers inspecting equipment, roofs, walls, or supports
	• Staff accessing confined or poorly supported areas where collapse or falling materials may occur
	
	Contractors
	• Structural engineers, surveyors, electricians, plumbers, builders, or plant specialists
	• Contractors unfamiliar with hidden structural defects or unsafe load-bearing areas
	
	Lifeguards & Frontline Staff
	• Staff accessing storage areas, staff rooms, or plant-adjacent buildings
	• Personnel carrying out opening/closing checks beneath or near compromised structures
	
	Members of the Public
	• Users entering changing rooms, toilets, showers, corridors, or reception areas
		• Restrict access to any area of the building where structural weakness is suspected.
		• Prevent public access to all buildings that have not yet been structurally surveyed.
		• Arrange a full structural survey by a qualified structural engineer for:
		  • Plant room building
		  • Changing rooms
		  • Toilets and shower blocks
		  • Reception, café, or ancillary spaces
		Ensure the survey includes:
		  • Roof integrity
		  • Load-bearing walls
		  • Foundations and subsidence checks
		  • Corrosion or moisture ingress
		  • Electrical and mechanical housing safety
		
		Require a written report identifying:
		  • Immediate risks
		  • Areas requiring closure
		  • Medium-term remedial works
		  • Safe operating limits
		
		Implement **weekly inspections** by maintenance staff focusing on:
		  • Cracks
		  • Water penetration
		  • Bowing walls
		  • Loose blocks or render
		  • Roof deformation
			2	**D**	**L**

	• Parents supervising children in unsurveyed or ageing buildings • Spectators or café users located near structurally compromised walls, ceilings, or roofs **Vulnerable Groups** • Children (less awareness of hazards, more likely to touch or climb) • Elderly users (higher severity of injury from structural failure or trip hazards) • People with mobility or sensory impairments who may struggle to avoid unsafe areas **Volunteers / Community Groups** • Volunteers helping with cleaning, events, or maintenance tasks • Individuals accessing parts of the building without recognising structural risks **Trespassers (Out of Hours)** • Youths entering plant room areas or derelict structures • People climbing or exploring building roofs, plant housings, or fenced-off zones	• Introduce a structural defect reporting system for staff to log any new concerns. Only allow competent, trained personnel to access the plant room. Ensure plant room contains: • Emergency lighting • Clear escape routes • "Do Not Enter During High Winds" notices if roof integrity is uncertain • Install falling-object protection (mesh, netting, or plywood shielding) where ceilings or walls are degraded. • Address water ingress or damp that could worsen structural instability. • Improve drainage around building perimeters to reduce ground movement. • Keep vegetation trimmed back to avoid hidden defects. • Add building repairs or refurbishment to the capital works plan. • Implement a **phased structural improvement programme** focusing on highest-risk buildings first. • Seek external funding (local authority property budgets, safety grants, heritage funds where applicable).			
Algae Growth • Algae growth can form and strengthen biofilms which harbour bacteria growth including Pseudomonas aeruginosa, ear infection (otitis externa) Escherichia coli, Cryptosporidium & Respiratory illness Legionella aerosols from splashing)	**Swimmers / Bathers** • All pool users • Children, who are more likely to ingest water or play in areas with higher algae concentration. • Immunocompromised individuals, who are at significantly increased risk from opportunistic pathogens.	Attempts to brush the pool and use a submersible vacuum in 2025 removed paint and further concrete material and proved ineffective. Staff manually removing algae or working near biofilm areas may be exposed to concentrated bacterial growth.	**1**	**D**	**L**

• Increased risk of slips/falls on algae-slicked surfaces.	**Lifeguards & Operational Staff** • Lifeguards working close to the water surface may inhale aerosols containing Legionella or other pathogens. • Staff performing cleaning tasks may experience: • Skin contact with contaminated surfaces • Exposure to aerosolised bacteria while brushing or vacuuming **Technical, Plant & Maintenance Staff** • Staff manually removing algae or working near biofilm areas may be exposed to concentrated bacterial growth. • Technicians may encounter: • Contaminated water during plant inspections • Damaged surfaces shedding material, increasing risk of cuts or abrasions that could become infected **Visitors & Spectators** • Parents or guardians walking barefoot on algae-affected surfaces may slip or come into contact with contaminated water or debris. • Individuals with respiratory conditions may be vulnerable to aerosolised bacteria when close to the waterline.				

	• Algae and biofilm-related damage to pool surfaces can increase water loss and chemical imbalance, indirectly affecting both the site and surrounding environment if contaminated water leaks.				

Entrapment at the outlet drains	**Swimmers / Bathers**
	• Children, who are more likely to explore outlets, sit on drains, or become trapped.
	• Weak or inexperienced swimmers who may not recognise danger zones.
	• All swimmers with long hair, jewellery, or loose clothing at risk of suction entanglement.
	• Adults who may be caught by suction forces if drain covers fail or are missing.
	
	Lifeguards
	• Exposed during rescue attempts where they may:
	• Experience suction forces themselves
	• Come into contact with sharp or broken drain fittings
	• Increased risk when entering the water to free a trapped swimmer.
	
	Maintenance & Plant Staff
	• May be harmed during inspection or maintenance tasks if pumps are not fully isolated (risk of suction activation).
		• Ensure all drains have compliant, anti-entrapment covers, securely fixed.
		• Replace any damaged, missing, corroded, or ill-fitting grilles immediately.
		• Upgrade to VGB-style domed covers or anti-vortex outlets where possible.
		• Install secondary outlets or split main drains to reduce suction at any single point.
		• Fit vacuum release systems (VRS) or automatic shut-off systems that activate when suction spikes.
		• Ensure lockout/tagout procedures are used during maintenance or in any situation requiring entry near drains.
		• Reduce pump suction levels if possible while maintaining safe turnover.
		• Conduct daily checks of all drains for:
		  • Loose fittings
		  • Cracks
		  • Missing screws
		  • Blockages
		  • Erosion of the surrounding tank
		• Train plant staff to fully isolate pumps before entering the pool or sump.
		• Inspect for tank erosion around drains, which may undermine fixings.
		• If the structure is compromised, isolate the affected area until repaired.
		• Plan for full replacement of outdated single suction outlets.
		• Include drain upgrades in future capital works planning.
			2	**D**	**L**

	• Can sustain injuries from sharp, damaged, or corroded drain grilles. **Contractors** • Those conducting underwater works, CCTV surveys, or drain repairs. • Risk of entrapment during manual assessments if lockout/tagout procedures fail. **Vulnerable Users** • Children, again at highest risk due to size, curiosity, and low strength. • People with limited mobility who cannot free themselves easily. • Individuals with long hair (hair entrapment is a major known hazard).				

IMPLEMENTATION NOTE:

If one or more of the required risk controls cannot be implemented do not proceed with the activity and contact the risk assessor.

Section 3: Risk Rating Matrix

			Consequence (C)				
			1 – Insignificant Dealt with by in-house first aid, etc	**2 – Minor** Medical help needed. Treatment by medical professional/hospital outpatient, etc	**3 – Moderate** Significant non-permanent injury. Overnight hospitalisation (inpatient)	**4 – Major** Extensive permanent injury (e.g. loss of finger/s) Extended hospitalisation	**5 – Catastrophic** Death. Permanent disabling injury (e.g. blindness, loss of hand/s, quadriplegia)
Likelihood (L)	**A -**	Almost certain to occur in most circumstances	Medium (M)	High (H)	High (H)	Very High (VH)	Very High (VH)
	B -	Likely to occur frequently	Medium (M)	Medium (M)	High (H)	High (H)	Very High (VH)
	C -	Possible and likely to occur at some time	Low (L)	Medium (M)	High (H)	High (H)	High (H)
	D -	Unlikely to occur but could happen	Low (L)	Low (L)	Medium (M)	Medium (M)	High (H)
	E -	May occur but only in rare and exceptional circumstances	Low (L)	Low (L)	Medium (M)	Medium (M)	High (H)

Where the Risk Rating (RR) is above LOW you must identify additional risk controls.

Section 4: Risk Assessment Briefing

Briefing record (signature denotes an understanding of the hazards, risks and required risk controls that must be adopted)

Name	Signature	Job Title	Briefing Date