

# Doing an epilepsy risk assessment checklist

## Doing an epilepsy risk assessment

If you're using your organisation's own risk assessment template, use this checklist to help discuss what might be a risk for employees with epilepsy at work.

## Things to think about

- 1 Refer to the employee's seizure action plan. Key things to know are:
  - What happens during their seizures?
  - How often do they have seizures?
  - Do their seizures happen at certain times of day?
  - Do they have any triggers for their seizures?
- 2 Involve your employee in the process. They will know how their epilepsy affects them and can tell you if an activity is risky because of their epilepsy
- 3 Can you get rid of the hazard altogether?
- 4 Are the consequences or risk of injury more severe for people with epilepsy than for people who don't have epilepsy?
- 5 How likely is it that harm will occur?
- 6 Is there equipment you can provide to reduce the risk?
- 7 Can you adapt the work or change the work environment to make it safer for people with epilepsy, or for everyone?
- 8 Can you provide a place to rest if needed?

## Potential risks at work – checklist

**Note:** Some people's seizures are well controlled and the chance of having a seizure at work is very small. Therefore, some of the things below will not be a risk for your employee.

## Display screen equipment (DSE)

- Potential risks could be working at screens for too long causing fatigue
- Computer screens are unlikely to be a seizure trigger, even for someone with photosensitive epilepsy. However, if there are flashing or flickering images, or some types of pattern on the screen, these could be a seizure trigger

## Falls, slips and trips

- What are the potential fall, slip or trip hazards?
- Are the consequences more severe for people with epilepsy than for people who don't have epilepsy?
- How can you reduce the risk or the severity to try and avoid serious injury?

## Work environment

- What hazards might there be should the employee have a seizure in their workplace? How can the risk of injury be reduced?
- Do they have any seizure triggers, for example, stress, tiredness or flashing lights? Are they exposed to their triggers at work?

## Hot water /scalds

- How likely is it that an employee will have a seizure involving hot water (for example, when preparing hot drinks)? What can you put in place to reduce the risk?

## Stress and fatigue

- Stress and tiredness are a common seizure trigger for people with epilepsy. What can you do to reduce stress and fatigue?

## Manual handling

- Is the employee at risk of hurting themselves or others if they drop something due to a seizure?
- Is there a different way of doing things that could reduce the risk?
- Is there any equipment that could help or that needs reviewing as a possible hazard?

## Working at height

- How likely is it that the employee will have a seizure if they are working at height?
- Would safety measures (such as harnesses) keep the person and others safe if they had a seizure while working at height?
- If working at height is unsafe, can you adapt the work so that the job can be done without working at height?

## Machinery

- Does machinery meet all the standards to keep all employees safe? How are people with epilepsy more at risk than people who don't have epilepsy?

## Lone working

- What procedures can you put in place to make lone working safer, for example, alert systems or fall alarms?

## Chemicals / substances hazardous to health

- Is adequate personal protective equipment provided for employees? How are people with epilepsy more at risk than people who don't have epilepsy?

## Electrical equipment

- Does electrical equipment meet all regulations to keep all employees safe? How are people with epilepsy more at risk than people who don't have epilepsy?

## Evacuation during fire and other emergencies

- Would your employee be able to evacuate the building in an emergency if they were having, or recovering from, a seizure? If in doubt, conduct a personal emergency evacuation plan with them

## First aid

- Are the first aiders aware that your employee has epilepsy?
- Has your employee's seizure action plan been shared with the first aiders?
- Does your first aid training include how to respond to your employee's seizures?
- Do your staff need any additional epilepsy awareness or first aid training?

This template is part of the Epilepsy Action Employer toolkit. See [employers.epilepsy.org.uk](https://employers.epilepsy.org.uk) for more resources to help support people with epilepsy at work.

Epilepsy Action is the working name of British Epilepsy Association, a registered charity in England and Wales (No. 234343) and a company limited by guarantee (No. 797997) in England.