



Risk Assessment Policy

Member of Staff Responsible	Bursar
Date of Policy	June 2024
Updated	June 2027
Approved By Governors	N/A
Distribution:	All

1 Responsibility

This guidance is applicable to all those with responsibility for undertaking risk assessments for activities which are under their control. This includes the requirements of the Independent Schools Standard Regulations and Early Years Foundations Stage standards

2 Objectives

- 2.1 To ensure that major risks are identified and managed as part of an overarching policy with a view to safeguarding and promoting the welfare of pupils.
- 2.2 To meet the ISSR requirement for a written risk assessment policy to be in place and to meet the requirement for leadership in and management of schools.
- 2.3 To ensure the requirements of Health and Safety at Work legislation are met.
- 2.4 To ensure that suitable and sufficient risk assessments are undertaken for activities where there is likely to be significant risk including school trips.
- 2.5 That identified control measures are implemented to control risk so far as reasonably practicable.
- 2.6 That those affected by school activities have received suitable information on what to do.
- 2.7 That the risk management strategy and risk assessments are recorded and reviewed when appropriate.

2.8 To identify those in the school responsible for conducting risk assessment and monitoring its implementation.

3 Guidance

3.1 The Bursar will be responsible for the implementation of this policy.

3.2 This guidance is applicable to general risk assessment. Where specialist skills are required, eg asbestos, fire, water quality and hazardous substances, there is separate policy guidance in place. Teaching area risk assessment checklists are also in place for guidance. The guidance also takes into account any safeguarding risks connected with visitors and any health concerns.

3.3 All staff will receive guidance on risk assessment as part of their induction. This will be refreshed on an annual basis. Risk assessment training will be provided on specific areas where identified by the Bursar / Premises Manager / Head of Department.

3.4 All staff are required to complete risk assessments for outings and trips and should refer to the Risk assessment for Safeguarding Children Policy and the Educational Visits Policy. Risk assessments must include consideration of adult-child ratios and the steps to be taken to remove, minimise and manage identified risks and hazards

3.5 A template risk assessment form is included at Appendix 1 to this guidance. The school adopts the CLEAPSS Advisory Service model risk assessments for lessons in Science and Design & Technology.

3.6 Risk assessments will take into account:

- hazard - something with the potential to cause harm
- risk - an evaluation of the likelihood of the hazard causing harm
- risk rating - assessment of the severity of the outcome of an event
- control measures - physical measures and procedures put in place to mitigate the risk

3.7 The risk assessment process will consist of the following 6 steps:

- what could go wrong
- who might be harmed
- how likely is it to go wrong
- how serious would it be if it did

- what are you going to do to stop it
- how are you going to check that your plans are working

3.8 The Bursar / Premises Manager / Head of Department will be responsible for the records.

maintenance of risk assessment

3.9 Risk assessments will be reviewed:

- when there are changes to the activity
- after a near miss or accident
- when there are changes to the type of people involved in the activity
- when there are changes in good practice
- when there are legislative changes
- annually if for no other reason

3.10 A list of areas (non-exhaustive) which will require risk assessment is included at Appendix 2.

Legal Requirements & Education Standards

A: Handbook for the Inspection of Schools - The Regulatory Requirements, Section B Part 3 (<http://www.isi.net/>)

B: Health & Safety Executive, Five steps to risk assessment (<http://www.hse.gov.uk/risk/fivesteps.htm>)

C: Health and Safety Advice on Legal Duties and Powers for Local Authorities, Head Teachers, Staff and Governing Bodies (2014), DfE website.

D: Health and Safety at Work" Section H of the ISBA Model Staff Handbook,

E: "Health and Safety and Welfare at Work" Chapter N of the ISBA Bursar's Guide

F: "Insurance" Chapter K of the ISBA Bursar's Guide

G: Early Years Foundation Stage: Statutory Framework

H: Charities and Risk Management, The Charities Commission CC26 (www.charity-commission.gov.uk)

I: Helping your board to meet their responsibilities: How to Manage risk - NCVO(www.ncvo-vol.org.uk)

J: Keeping Children Safe in Education

K: Prevent duty guidance (www.gov.uk/government/publications/prevent-duty-guidance)

L: National Minimum Standards for Boarding Schools September 2022

M: DfE: [The Independent School Standards, Guidance for independent schools](#) April 2019

N: Sarah McKimm Title: A Practical Guide to The Independent School Standards Regulations – September 2022 Edition ISBN: 978-1-914608-59-990000



Appendix I: Risk Assessment Template

Name:	Title:
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Assessment date:		Review date:	
Assessed by:		Reviewed by:	

Hazard & Risks	Who is at risk?	Existing safety control measures	Severity x likelihood =	Risk rating	Additional safety control measures required	Severity x likelihood =	Risk rating

Risk rating table:

Severity of injury
5 <i>Catastrophic:</i> (Multi-death, on or off site)
4 <i>Major:</i> (Single death, or permanent disability (on or off site)
3 <i>Moderate:</i> (broken bones, several days off school/work)
2 <i>Minor:</i> (basic first aid treatment required)
1 <i>Insignificant:</i> (minor scratch or bruise)

Likelihood of occurrence
1 <i>Improbable:</i> (will probably never happen)
2 <i>Conceivable:</i> (might happen perhaps once in 5 years)
3 <i>Likely:</i> (could happen perhaps once a year)
4 <i>Probable:</i> (could happen perhaps once a term)
5 <i>Certainty:</i> (could happen at any time and on any day)

1 - 6	<i>Acceptable - No additional controls required, monitoring of the existing control measures to ensure they are constantly in place.</i>
7 - 8	<i>Tolerable - Monitoring is required to ensure that controls are maintained. Consideration may be given to any further control measures that are cost effective.</i>
9 - 12	<i>Action Required - Steps should be taken to reduce the risk rating or if that is not possible to put a plan in place to deal with the consequences if it happens.</i>
13+	<i>Not acceptable - The area should not be used or the activity should not be carried out until the risk has been reduced to a level that is in a lower category.</i>

Appendix 2: Areas requiring risk assessment (non-exhaustive)

Educational

- Science experiments
- Design Technology
- Sport and PE activity
- Art
- Music
- Drama
- General classroom
- Playground
- School Trips/Outings

Support

- Catering
- Cleaning
- Caretaking and security
- Maintenance
- Grounds
- Office
- General areas
- Visitors – supervised and unsupervised
- Health and Safety – crutches, mobility or health concerns
- HR – new staff where checks not in place before start date
- Transport

Risk Assessment Templates can be found on the T: drive