



## **Risk Assessment Policy**

## Scope

This guidance is applicable to all those with responsibility for developing / implementing risk management strategy and undertaking risk assessments for activities which are under their control.

## Objectives

- To meet the ISS requirement for a written risk assessment policy to be in place and to meet the requirement for leadership in and management of schools.
- To ensure that:
  - Major risks are identified and managed as part of an overarching policy with a view to promoting children's welfare.
  - Suitable and sufficient risk assessments are undertaken for activities where there is likely to be significant risk including school trips
  - Identified control measures are implemented to control risk so far as reasonably practicable
  - Those affected by school activities have received suitable information on what to do
  - The risk management strategy and risk assessments are recorded and reviewed when appropriate.
- To identify those in the school responsible for conducting risk assessment and monitoring its implementation.

## Guidance

The Principal and Governors are responsible for the overarching risk management policy of the school. In practice, day to day responsibility for ensuring risk management best practice is delegated to the Bursar. The overall strategy will be formally reviewed on an annual basis..

## Key risks identified & needing to be managed include:

1. Pupil supervision (including safeguarding and welfare requirements). This will include implementation by the School designated safeguarding lead (DSL) but will also cover a range of responsibilities outside safeguarding /child protection
2. Management of visitors on school premises
3. Fire and emergencies
4. Management of hazardous substances
5. Use of hazardous equipment e.g. in Design Technology or Art
6. The suitability of staff to undertake designated roles and checks to ensure that they are suitable including staff not employed by the school who work with pupils on another site
7. Risk areas which are not directly related to health and safety, including but not limited to:
  - financial
  - recruitment procedures including governing body oversight
  - reputational
  - terrorism, including the prevention of fundamentalism and extremism

## What is a risk assessment?

A risk assessment is a tool for conducting a formal examination of the harm or hazard to people (or an organisation) that could result from a particular activity or situation.

- A hazard is something with the potential to cause harm
- A risk is an evaluation of the probability (or likelihood) of the hazard occurring & the estimated severity
- A risk assessment is the resulting assessment of the probability and severity of the outcome (e.g. loss of life, destruction of property)

- Risk control measures are the measures and procedures that are put in place in order to minimise the consequences of unfettered risk (e.g. staff training, clear work procedures, preliminary visits, warning signs, barriers and insurance).

Risk assessments can be used to identify the potential hazards to people (slipping, falling), property (fire), strategic (reputation, loss of pupils, impact on development), financial (falling pupil rolls), compliance (child protection issues) and environmental (asbestos, Legionella).

### **What should a Risk Assessment contain?**

The risk assessment process will consist of the process or activity owner considering the following 6 steps:

1. What could go wrong?
2. Who might be harmed?
3. How likely is it to go wrong?
4. How serious would it be if it did?
5. What are you going to do to stop it?
6. How are you going to check that your plans are working?

Proforma templates for Risk Assessments are held on the School's reception.

### **When should a Risk Assessment be reviewed?**

- when a new risk is identified
- 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

### **Who is responsible for Risk Assessments?**

The risk management strategy will include the assignment of roles to competent persons (either internal or external) and associated training will be provided.

This guidance is applicable to general risk assessment. Where specialist skills are required, eg asbestos, fire, water quality and hazardous substances, there is separate H&S policy guidance in place.

The Principal is responsible for the overall implementation of the risk assessment policy, however day to day monitoring & oversight is delegated to the Health & Safety Officer. The senior leaders, teachers, non-teaching staff and governors are the key process owners responsible for their subject area risk assessments and sign off.

All staff is responsible for taking reasonable care of their own safety, together with that of pupils and visitors. They are responsible for cooperating with the Principal, the Health & Safety Officer and other members of the SLT in order to enable the Governors to comply with their health and safety duties. Finally, all members of staff are responsible for reporting any risks or defects to the reception (H&S log book)/Health & Safety Officer.

Competent advisors have been appointed to provide training and expertise to all staff in risk assessments, and the Health & Safety officer is also available to assist on a day to day level. Specialist training is given to those whose work requires it.

## **Accident Reporting**

The Bursar's is responsible for reporting and recording any notifiable accident that occurs on school premises to a pupil, member of staff, parent, visitor or contractor to the HSE in accordance with the Reporting of Injuries Diseases and Dangerous Occurrence Regulations (RIDDOR). All notifiable accidents and near misses are reviewed by the school's SLT and Governing Body to assess whether any measures need to be taken to prevent recurrence.

## **Monitoring**

The Health & Safety Officer is responsible for the maintenance of risk assessment records including a register containing all risk assessments, who is responsible and the last review date.

## **Evaluation**

The Health & Safety Officer will also conduct unannounced spot checks to quality assure the management of H&S in the school.

This policy should be reviewed annually by the Governors with particular H&S responsibilities in collaboration with the Senior Leadership team.

**Policy Reviewed on 29<sup>th</sup> August 2022**

**Review date: August 2023**

**Responsible for Review: H&S officer/Governing Body**

## Appendix 1

### WHAT AREAS REQUIRE RISK ASSESSMENTS?

There are numerous activities carried out in the school, each of which requires its own separate risk assessment. The most important of these cover:

- Fire safety, procedures and risk assessments
- Educational visits and trips

Separate model documents cover both of these areas mentioned above. However, risk assessments are also needed for many other areas, including: Educational

- Science experiments
- Creative Study and Technology/Art/Drama
- Sport and PE activity
- General classroom
- Extra-curricular activities

Within the school, we make use of model or generic risk assessments for our educational activities and visits. We subscribe to the CLEAPSS Advisory Service that provides model risk assessments for our lessons in Science. All teaching staff receives regular induction and refresher training in risk assessments tailored to their specific areas.

#### Support

- catering and cleaning
- caretaking and security
- maintenance
- grounds / traffic management
- office
- site visitors
- fire & emergencies
- Pupil Safeguarding and Welfare

#### Outbreak disease

- Covid-19

## Appendix II

### RESPONSIBILITIES OF STAFF, SLT & GB

Area to be risk assessed	Who are the key persons?	GB member overseeing the area
Safeguarding/child protection Prevent duty, children missing education, recruitment, management of visitors	DSL- MD Nazmul Haque DDSL – Muhammad Musharraf Hussain	Mohammed Farid Ahmed Chowdhury
e-safety	Mohammed Badrul Islam	
Outbreak/Covid-19	MD Nazmul Haque	
H&S/premises	Md Nazmul haque	
H&S/curriculum	Muhammad Musharraf Hussain	
H&S/off-site visits	Md Nazmul Haque	
Fire safety	Md Nazmul Haque	
H&S/catering	Md Nazmul Haque	