



Inspiring All to Excellence



Anker Valley Primary Academy

Risk Assessment Policy

Document Control

Policy Title	Risk Assessment Policy
Effective Date	September 2024
Policy Owner	Anker Valley Primary Academy
Policy Approver	Anker Valley Governing Body

Version Control

Version	Date	Amended by	Comments
2	September 2023	NH	No changes
3	September 2024	NH	References to Head of School amended to Headteacher.

Section	Changes Made

Aims

The school aims to ensure that:

- All risks that may cause injury or harm to staff, pupils and visitors are identified, and all control measures that are reasonably practicable are in place to avoid injury or harm
- Risk assessments are conducted and reviewed on a regular basis

Legislation and statutory requirements

This policy is based on the following legislation and Department for Education (DfE) guidance:

- Paragraph 16 of part 3 of [The Education \(Independent School Standards\) Regulations 2014](#) which requires proprietors to have a written risk assessment policy.
- Regulations 3 and 16 of [The Management of Health and Safety at Work Regulations 1999](#) require employers to assess risks to the health and safety of their employees, including new and expectant mothers
- Regulation 4 of [The Control of Asbestos Regulations 2012](#) requires that employers carry out an asbestos risk assessment
- Employers must assess the risk to workers from substances hazardous to health under regulation 6 of [The Control of Substances Hazardous to Health Regulations 2002](#)
- Under regulation 2 of [The Health and Safety \(Display Screen Equipment\) Regulations 1992](#), employers must assess the health and safety risks that display screen equipment pose to staff
- Regulation 9 of [The Regulatory Reform \(Fire Safety\) Order 2005](#) says that fire risks must be assessed
- Regulation 4 of [The Manual Handling Operations Regulations 1992](#) requires employers to conduct a risk assessment for manual handling operations
- [The Work at Height Regulations 2005](#) say that employers must conduct a risk assessment to help them identify the measures needed to ensure that work at height is carried out safely
- [DfE guidance on first aid in schools](#) says schools must carry out a risk assessment to determine what first aid provision is needed
- [DfE guidance on the prevent duty](#) states that schools are expected to assess the risk of pupils being drawn into terrorism
- [The Health and Safety Executive \(HSE\)](#) say schools that manage their own pools must conduct a risk assessment

A table of all the risk assessments schools are required to have in place can be found in appendix 1 of this policy.

This policy complies with our funding agreement and articles of association.

Definitions

Risk assessment	A tool for examining the hazards linked to a particular activity or situation, and establishing whether enough precautions have been taken in order to prevent harm from them based on their likelihood and their potential to cause harm
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Hazard	Something with the potential to cause harm to people, such as chemicals or working from height
Risk	The chance (high or low) that people could be harmed by hazards, together with an indication of how serious the harm could be
Control measure	Action taken to prevent people being harmed

Roles and responsibilities

The Governing Board

The governing board has ultimate responsibility for health and safety matters in the school but will delegate day-to-day responsibility to the Headteacher, Mrs. Natalie Horlor.

The governing board has a duty to take reasonable steps to ensure that staff and pupils are not exposed to risks to their health and safety. This applies to activities on or off the school premises.

The Fierté Trust as the employer, also has a duty to:

- Assess the risks to staff and others affected by school activities in order to identify and introduce the health and safety measures necessary to manage the risks
- Inform employees about risks and the measures in place to manage them

The Headteacher

The headteacher, or in the headteacher's absence the Executive Headteacher, is responsible for ensuring that all risk assessments are completed and reviewed.

School staff and volunteers

School staff are responsible for:

- Assisting with, and participating in, risk assessment processes, as required
- Familiarising themselves with risk assessments.
- Implementing control measures identified in risk assessments.
- Alerting the headteacher to any risks they find which need assessing.

Pupils and parents

Pupils and parents are responsible for following the school's advice in relation to risks, on-site and off-site, and for reporting any hazards to a member of staff.

Contractors

Contractors are expected to provide evidence that they have adequately risk assessed all their planned work.

Risk Assessment Process

When assessing risks in the school, we will follow the process outlined below.

We will also involve staff, where appropriate, to ensure that all possible hazards have been identified and to discuss control measures, following a risk assessment.

Step 1: identify hazards – we will consider activities, processes and substances within the school and establish what associated-hazards could injure or harm the health of staff, pupils and visitors.

Step 2: decide who may be harmed and how – for each hazard, we will establish who might be harmed, listing groups rather than individuals. We will bear in mind that some people will have special requirements, for instance pupils with special educational needs (SEND) and expectant mothers. We will then establish how these groups might be harmed.

Step 3: evaluate the risks and decide on control measures (reviewing existing ones as well) – we will establish the level of risk posed by each hazard and review existing control measures. We will balance the level of risk against the measures needed to control them and do everything that is reasonably practicable to protect people from harm.

Step 4: record significant findings – the findings from steps 1-3 will be written up and recorded in order to produce the risk assessment. A risk assessment template can be found in appendix 2 of this policy.

Step 5: review the assessment and update, as needed – we will review our risk assessments, as needed, and the following questions will be asked when doing so:

- Have there been any significant changes?
- Are there improvements that still need to be made?
- Have staff or pupils spotted a problem?
- Have we learnt anything from accidents or near misses?

Step 6: retaining risk assessments – risk assessments are retained for the 3 years after the length of time they apply. Risk assessments are securely disposed of.

Monitoring arrangements

Risk assessments are written as needed and reviewed by the Headteacher.

This policy will be reviewed by the Headteacher annually and approved by the Local Governing Body.

Links with other policies

This risk assessment policy links to the following policies:

- Health and safety
- First aid
- Supporting pupils with medical conditions

Appendix 1: statutory risk assessments checklist

The following table lists the risk assessments that schools are required to have in place.

Statutory or mandatory risk assessment	ü	Completed by	Date of review
Workers under the age of 18			
Asbestos			
Substances hazardous to health			
Display screen equipment			
Fire			
First aid			
Manual handling			
Working at height			
Children being drawn into terrorism			
Swimming pools (if applicable)			

Appendix 2: Risk Assessment Template



Classroom (General) - Risk Assessment

School Name: Anker Valley Primary Academy		Decide who may be harmed (insert ✓):					
		Student	✓	Contractors	✓	Visitors	✓
Department / Location (if applicable) Classrooms		Staff	✓	Vulnerable People	✓	Volunteers	✓
Identified Hazards	Initial Risk Rating	Existing Control Measures (select all that are in place)	✓	Actions / Comments	Residual Risk Rating <small>H/M/L</small>		
Slips trips and falls.	H	Staff promote good housekeeping. Pupil bags and coats are stored safely. No cables are allowed to trail over walkways. School floor surfaces are maintained in good condition. Early Years access to outdoors is free of trip hazards. Spills are cleaned up promptly or signed with wet floor signs/cones.	✓	Wet floor signs used when appropriate.	L		
Fire	H	School fire risk assessment in place and reviewed annually. Fire action notices are displayed by the exit of the classroom. Fire exit routes and signage is clear and understood. Fire Extinguishers, call points and emergency lighting (where applicable) are inspected and tested by the site team and by external contractor. Furniture (including blinds) are known to be fire retardant. Fire exits are always kept clear. Firefighting provided according to hazard.	✓	Fire extinguishers are checked weekly by site manager and maintained annually. All staff are trained to use fire extinguishers. Fire marshals assigned and trained.	L		
Electrical equipment.	H	School electrical appliances are PAT tested annually. Building Operations Assistant is PAT testing trained. Users are instructed to carry out visual inspection before use and remove any defective equipment from use. No personal electrical items are allowed in the academy. Fixed electrical installation is inspected regularly.	✓		L		
Doors Pupils may be harmed by trapping fingers in closing doors	M	Doors are fitted with finger protection devices on hinged side where needed	✓	Finger guards checked weekly by site manager.	L		
Scalding risks from hot water taps.	H	TMV's are fitted to hot taps. Hot water warning signs in toilets where required. Our hot pipe work, radiators and heaters are all in the ceiling cavity.	✓		L		

Other Hazards Identified	Additional Control Measures to be Put in Place				
Any other foreseeable hazards that are associated with the activities being carried out to be listed here.	<p>Where you have identified other hazards record the additional control measures <u>you</u> are going to put in place to mitigate these below:</p> <p><i>None noted</i></p> <p>See also Snow and Ice policy</p>				
Date of Assessment:	January 2023	Carried out by:	Maria Hamblin and Natalie Horlor	Signature:	
Date of next review:	January 2024	Carried out by:		Date Review Completed:	