



Risk Assessment Policy

Name of Policy	Risk Assessment Policy
ISSR	Section 3: Welfare, health and safety of pupils
Reviewed by	Alleyne's Governing Board
Author/SMT	Guy Collins-Down (Chief Operating Officer)
Date of school review	July 2025
Date of next school review	July 2026

Applicability

Alleyne's Junior School	(including EYFS)	Alleyne's Oakfield	(including EYFS)	Senior School
Yes	Yes			Yes

This policy document references and should be read in conjunction with the School's **Health and Safety Policy (inc Statement of Organisation)** and **Educational Visits Policy**.

Changes to Previous Issue

- With Alleyne's Oakfield joining the Alleyne's Schools Group and being fully under Alleyne's School as part of the charity, there will be a 12 month period of alignment. This policy therefore covers Alleyne's Junior & Senior Schools only.
- Clarity of delegation of risk assessment responsibilities within the School setup.
- Changes over staff needing to sign risk assessments where in specific departments or areas of risk not general to all.
- Updates to the review process in terms of responsibilities
- Updates to the creation and dissemination process, including the use of Adobe Sign to prove understanding of risk assessment.

Policy Overview

Documented Risk Assessments are a requirement under the Management of Health and Safety at Work Regulations 1999. The School is required to assess the risks to the health and safety of pupils, students, staff, and any others who may be affected by the activities performed. Carrying out these written assessments help to identify all the protective and preventive measures that must be taken to comply with the Regulations. Of fundamental importance is that the purpose of Risk Assessment (whether of things, places, activities, or practices) is to help ensure that pupils and students may flourish in their time at Alleyn's.

The Health and Safety Policy details the aspects, areas, and departments of the School for which Risk Assessments must be maintained, and those responsible for them.

Overall, it is the responsibility of the Health and Safety Officer (the Chief Operating Officer) with support from the Head of Estates Compliance to ensure that risk assessments are carried out in accordance with this policy. It is the responsibility of Heads of Department to ensure that risk assessments are in place for their area or department and that staff are consulted in their development. The assessments themselves may be completed by department staff but must always be signed and approved by the Head of Department.

Types of Risk Assessment

There are four main types of risk assessment:

1. **Baseline Risk Assessments** - these enable the school to have an overview of all the hazards and risks in the school so they can be ranked in risk order (in a Baseline Risk Register). This enables the more significant risks to be identified so that resources can be targeted at monitoring and controlling them.
2. **Risk assessments required by specific legislation** - such as the Fire Safety Order, the Control of Substances Hazardous to Health Regulations, or the Work at Heights Regulations.
3. **Area/activity risk assessments** - such as classrooms, laboratories, extra-curricular activities, lessons, plant rooms, workshops or offices and sports activities, educational visits, special events and drama productions.
4. **Individual (personal) risk assessments** - triggered by a specific event such as a staff pregnancy, or if an individual pupil or member of staff has special needs relating to H&S e.g., as a result of a disability or illness.

Staff members are responsible for completing and regularly reviewing the risk assessments for all the areas and activities they are responsible for. The Chief Operating Officer is overall responsible for Baseline Risk Assessments and Risk Assessments required by specific legislation but delegates this responsibility to the Director of Site Operations and Head of Estates Compliance. Area and activity risk assessments are the responsibility of the individual running that area/activity.

It is good practice for all the relevant staff to be involved with completing and reviewing the risk assessments as they will have useful information about how the tasks or activities happen in practice, what can (and sometimes does) go wrong. All relevant staff should read, understand and sign the assessments, whether they are involved in their creation or not.

Process

The School ensures that risk assessments are carried out at least annually, and the Health and Safety Policy makes clear who is responsible for which risk assessments. This process is initiated via the Health and Safety Committee and completed assessments are checked by the following individuals:

Type of Assessment	Completed By	Reviewed By
Baseline Risk Assessment	Chief Operating Officer	Governors
Risk Assessments based on Specific Legislation	Director of Site Operations	Head of Estates Compliance
	Head of Estates Compliance	Director of Site Operations
	External Auditors	Chief Operating Officer
Area/activity Assessments	Heads of Department	Head of Estates Compliance
	Trip Leaders	Educational Visits Coordinator
	Event Organisers	Head of Estates Compliance
Individual (Personal) Assessments	Human Resources	Appropriate SLT Line Manager
	Chief Operating Officer	Head
	Chief Financial Officer	Head
	Head of Estates Compliance	Head
	Head of HR Operations	Director of People

The process for completing assessments is as follows:

Step	Task
1	Risk Assessment Completion Individual responsible for the assessment completes the School's Risk Assessment template, paying attention to the Health & Safety Executive's 5 stage approach to Risk Assessment: • Step 1 – Identify the hazards. • Step 2 – Identify who might be harmed and degree of severity along with likelihood. • Step 3 – Evaluate the risks and decide on precautions. • Step 4 – Record and implement findings. • Step 5 – Review assessment and update if necessary.
2	Mitigating Actions For avoidance of doubt, any hazard which has a risk rating of high or medium must have mitigating actions to reduce the risk rating further. Where this is not possible, this should be highlighted to the Head of Estates Compliance, who will in turn inform the COO if required. Governors will be consulted for matters relating to the business risk register.
3	Review Once the assessment is completed, it should be shared with the reviewer for checking.
4	Dissemination & Signing Once the reviewer is happy, the assessment should be shared with the appropriate staff whom the risks are relevant via Adobe Sign for signature.
5	Recording Signed assessments should be sent to the Head of Estates Compliance for recording on the School Risk Assessment Tracker.

Review

Risk assessments should be reviewed and revised:

- Annually, in Advent term.
- When there is reason to suspect the assessment is no longer valid, this may become apparent through accidents and near misses, safety complaints, ill-health trends, or the School may become aware of relevant legislative change.
- When there has been a significant alteration in the matters to which the assessment relates, such as the introduction of new equipment, premises, changes in personnel, new curricular requirements, or practices.

Storage & Recording of Risk Assessment

All risk assessments, regardless of department are all stored centrally. Assessments are viewable by all in PDF format, and word format for those with responsibility for editing. Signed and completed risk assessments are presently stored on the School's Risk Assessment Team within MS Teams.

All risk assessments are recorded on the Schools Risk Assessment Tracker. This register details all the risk assessments required across the School, who is responsible for them, and their last date of update. The register is administered by the Head of Estates Compliance.

Guidelines for Written Risk Assessment

Definitions:

- **HAZARD** – Something with the potential to cause harm.
- **RISK** – The likelihood of harm being realised and its severity.

1. Detail the Hazard
2. Detail who is at risk e.g. pupils, staff etc
3. Add commentary detailing why this is a hazard, or if changes have occurred.
4. Detail the mitigation which is currently in place.
5. Assign a risk level to the hazard of HIGH, MEDIUM or LOW.
6. Any risk which is HIGH or MEDIUM should have further mitigation in place where possible to reduce the risk to MEDIUM or LOW.
7. Any activity which remains HIGH should not proceed without authorisation from the COO
8. Any changes made to an assessment mid-year, or on review should be highlighted in red. A revision date should be recorded in the header of the risk assessment.

Certain types of activity may require several layers of RA under the 'sponsorship' of one activity. Educational Visits are a good example of this; please see the Educational Visits Policy.

Training

- All relevant staff receive Health and Safety and assessment of risk training as part of their induction when they join the school.
- All practical teaching departments are required to review and update their RAs annually in autumn. This process is actively promoted and supported by the Head of Estates Compliance and creates an interaction which encourages the continual evaluation of the RA, an important aspect of risk assessment.

- Each departmental risk assessment review involves all members of the department, led by the Head of Department. One of the duties of the HoD is to consider any additional training needs within the department; the Head of Estates Compliance – himself trained in risk assessment – receives and reviews each renewed set of departmental RAs. He then feeds back to the HoD with suggestions of training or questions related to department needs. The aim of this is to systematically help support skills within the departments.
- Staff identified as requiring further training are able to access this as necessary through arrangements made by the Head of Estates Compliance using qualified trainers in several areas including first aid, manual handling, working at heights etc.

Non-Typical Circumstances

The policy notes above explain the RA process in times of 'normal' operation of the School. However, the Coronavirus pandemic highlighted the need for alternative RA procedures under circumstances where normal operation is not possible.

The School will adapt its risk assessment policy where necessary and linked to the ways in which the School is able to function i.e., through remote teaching as a result of possible closure of the School.

School-wide RAs will be conducted following DfE guidance and led by members of Alleyn's Response Committee (ARC). The Head will be responsible for internal approvals and acquiring Governing Board sign-off prior to re-opening following a close-down.

ENDS