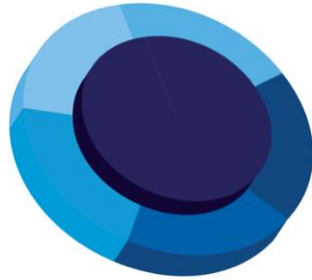


Harpurhey Alternative Provision School



Risk Assessment Policy for HAPS

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Risk Assessment Policy

1. Aims

HAPS has a responsibility to provide adequate control of the health and safety risks associating from our work, activities and the young people we work with. 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.

2. 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
- 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.

3. Definitions

Risk assessment	A tool for examining the hazards linked to a particular activity or situation, and establishing whether enough precautions have been taken 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

4. Roles and responsibilities

4.1 The Proprietor

The governing body has ultimate responsibility for health and safety matters in the school, but will delegate day-to-day responsibility to the Headteacher

The governing body 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 Proprietor 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.

4.2 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.

4.3 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.

4.4 Contractors

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

5. 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 (SEN) 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?

6. Risk assessments for activities

Risk assessments will be carried out for all activities that are undertaken. Any resulting actions will be implemented, and staff informed and where necessary receive appropriate training.

For any new activities to be undertaken, a risk assessment will be carried out, actions implemented, and the risk assessment approved by either the Head Teacher or DSL before the activity is carried out.

6.1 Risk assessments for events and off-site visits

Trips, visits and events involving students and employees hold potential health and safety hazards. All such activities must have a properly completed risk assessment before the activity can then be approved by the head teacher. Risk assessments prepared by venues being visited, or by third party organisations providing activities, can and should be used where appropriate. Staff should consider whether these need to be adapted to suit the students concerned. In addition, a risk assessment covering travel arrangements must be made. See the Trips and Visits Policy for more details.

6.2 Risk assessments for individual students

An individual risk assessment will be created for each pupil when they start a placement at HAPS. The referral form asks a set of questions that will help staff identify where specific risks may be present and these can be discussed further with the referrer and/or pupil and/or parent/carer during the referral interview. The individual risk assessment should be reviewed and if necessary, updated, following any incidents of unacceptable behaviour or if concerns come to light.

6.3 Specific risk assessments

Specific risk assessments will be carried out for:

- Fire risk
- All work involving exposure to hazardous substances
- Employees using VDU screens as a significant part of their job
- Staff or students who are expectant mothers

6.4. Review

Risk assessments will be reviewed at least annually and following any changes to the activity, environment, or circumstances, by the School H&S co-ordinator at a local level or the Health and Safety Consultant or Head teacher.