



Risk Assessment Policy

Bromley Independent Grammar

1. Introduction

A risk assessment is an important tool in protecting employees and customers, by analyzing hazards and identifying risk reduction measures. The law requires that everything 'reasonably practicable' is done to protect people from harm. It helps to focus on the risks that really matter in the workplace – the ones with the potential to cause real harm. In many instances, straightforward measures can be effective in controlling risks.

2. Aims and Objectives

To ensure that staff understand the process of risk assessment and how it can be integrated into effective management practices.

3. The Arrangements for Applying the Policy

- Staff will ensure that suitable/sufficient risk assessments are carried out for all tasks, activities, locations and work activities that present a significant hazard in their area(s) of responsibility
- Staff must plan, co-ordinate and monitor how risk assessments will be managed
- Risk assessment on school site are approved by the HSE and Principal
- Risk assessments off school site are approved by the EVC and Principal

Actions must include the following:

- Establishing the activities/tasks/locations/work equipment to be assessed
- Principal and SLT to ensure staff are trained to devise and maintain risk assessments
- Defining the system to manage completed assessments, any associated actions, communication and review
- Establish communication and information sharing for the outcomes of the risk assessment with all staff and others who may be affected by the risk
- To involve staff and their representatives in assessing the risks
- Refer risks to the Principal or appropriate member of SLT

Employees are required to:

- Be aware of risk assessment and control measures for their area of work
- Co-operate with and engage in the risk assessment process
- Use and comply with control measures implemented to ensure the health and safety of themselves or others
- Report any workplace hazards or concerns regarding health and safety of themselves or others
- Carry out "on the spot" (dynamic) risk assessments within the context of their own competencies and in consultation with others, as situations arise

4. Procedure

a. Stages of Risk Assessment

(i) Identify the hazards

Staff will identify all the hazards associated with their area of responsibility that could reasonably be expected to cause harm. Hazards can be identified by:

- Observing the task or area
- Referring to available guidance and information about best practice
- Looking at accident and ill-health records
- Checking manufacturers' instructions or data sheets
- Asking staff for their views

(ii) Decide who might be harmed and how

For each hazard the groups of people who might be harmed and how must be identified. The groups of people to be considered include:

- Staff with particular requirements e.g. new and young workers, people with disabilities, new or expectant mothers
- Cleaners, visitors, contractors, maintenance workers who may not be in the workplace all the time
- Members of the public, service users
- Shared workplaces – how the work affects others and the risks to staff from those who share the workplace

(iii) Evaluate/assess the risks and decide on the precautions to control the risks

Evaluating/Assessing the risk

For each hazard identified the level of risk must be evaluated (High/Medium/Low). This evaluation may include the level of harm presented by the hazard, the number of people involved, and the likelihood of the harm occurring.

Once the level of risk is established the Principal must consider what control measures are already in place and what actions are already being taken to reduce the risk, consider whether these are suitable and sufficient and whether further control measures are required.

Controlling the Risk

When controlling risks, the following principles should be applied, where possible in the following order:

- Eliminate the hazard altogether
- Substitution by something less hazardous or risk
- Prevent access to the hazard e.g. by guarding
- Organise work to reduce exposure to the hazard e.g. putting barriers between children and the risk area
- Create safe methods of work and safe systems of work designed to reduce the risk
- Provide suitable information, instruction and training

- Ensure appropriate supervision

Dynamic Risk Assessment

On rare occasions there may be a need for staff to undertake a Dynamic Risk Assessment. In these circumstances staff must work within the context of their own competencies and in consultation with others where possible. The need for a dynamic risk assessment may arise when an unforeseen event occurs and a previously unidentified risk becomes apparent.

Once the dynamic risk assessment has been taken place, a formal written risk assessment record must be made of this as soon as is reasonably practicable after the event.

(iv) Record and implement findings

General Risk Assessments

Assessments of processes or areas rather than an individual person should be recorded on a General Risk Assessment Form (see Appendix 1)

(v) Review

The Principal should review assessments:

- At regular intervals not exceeding one year
- Following a significant change and/or
- If there is reason to suspect it is no longer valid e.g. after an accident, ill-health incident, violent incidence or malfunction has occurred

b. Generic Risk Assessments

Some generic risk assessments are available to assist staff in the risk assessment process, for example travel by minibus. These assessments must be:

- Amended to reflect the workplace arrangements and any additional identified risks
- Signed by the Principal where appropriate
- Monitored and reviewed at appropriate intervals

c. Communication

The Principal shall ensure that the persons at risk are provided with comprehensive and relevant information on the identified risks and the preventive and protective control measures. Everyone should understand what they must do and why. Where necessary, job safety instructions should be issued to individual employees and appropriate training provided.

d. Specialist Advice

It is important when completing risk assessments to be aware of individual limitations in terms of knowledge and competence. If further support is required managers should contact Robin Stattersfield at Alpha Schools for advice.

5. Legislative Framework

- The Health and Safety at Work Act
- Management of Health and Safety at Work Regulations

6. Further advice and Information

Health and Safety Executive (HSE): www.hse.gov.uk

Appendix 1: Blank Risk Assessment Form

RISK ASSESSMENT – Activity:	
Unit/location:	
Assessors name:	
Activity, process or procedure :	
SITE or ACTIVITY ANALYSIS	
GENERIC COMMENTS	SPECIFIC COMMENTS
Hazard: -	
Who might be harmed?	
What is the level of Risk ?.	High/Medium/Low
Is the risk adequately controlled?	YES/NO
If NO can the activity, process or procedure be eliminated?	YES/NO
If NO the following Control Measures may need to be considered and relevant information noted.	
CONTROL MEASURES	
Training : Procedures: Group organisation :	PPE: Personal Protective Equipment. Monitoring
Further action required:	
Comments :	
Signed :	(Assessor) date :
Distribution:	

Appendix 2: Glossary of Terms

Risk Assessment

A careful examination of what, in the workplace, could cause harm to people so that a decision can be made as to whether there are enough precautions in place or more should be done to prevent harm.

Hazard

Anything that has the potential to cause harm, such as chemicals, electricity, working from ladders, an open drawer etc.

Risk

Is the chance, high, medium or low that somebody could be harmed by the hazard, together with an indication of how serious the harm could be.

Harm

Is the actual injury or ill-health suffered by those exposed to the hazard?

Dynamic Risk Assessments

A risk assessment which takes place during work in progress as a need arises (“on the spot”). In these circumstances a previously prepared risk assessment may not be in place as the situation has not been previously foreseeable. Once the dynamic risk assessment has been taken place, a formal written risk assessment must be made of this as soon as is reasonably practicable after the event.

Date	Position	Name of reviewer	Date of next review
January 2020	Principal	Mrs L. Harries	January 2021
January 2020	Proprietor	Mr A. Khan	January 2021

Appendix 1 Blank Risk Assessment Form

**SPECIFIC RISK ASSESSMENT
FOR VISIT TO:**

STAFF: STUDENT RATIO→

Leader of visit:	Date(s):
Description of location and nature of visit/activity:	Year group(s) or ages of participants:
Additional staff/helpers:	
Ratio of staff to students:	

ASSESSMENT OF SPECIFIC SIGNIFICANT HAZARDS:

Hazard	Risk	Persons at risk	Action points/ Who to be informed: parents - leaders - participants	Residual risk	Tick if in place
Consider (as appropriate): travel, sites (including accommodation), activities, group (ability, medical, behaviour, special needs) any other significant specific hazards					
Transport			Teachers		
Rain/cold weather/wind			Teachers		
Sickness/travel sickness			Teachers		
Contacts			Teachers		

SPECIFIC RISK ASSESSMENT FOR VISIT TO:

Hazard	Risk	Persons at risk	Control Measures/procedures to be in place	Action points/Who to be informed:	Residual risk	Tick if in place
Consider (as appropriate): travel, sites (including accommodation) , activities, group (ability, medical, behaviour, special needs) any other significant specific hazards			Include plans for supervision including plans for any remote supervision	parents – leaders - participants		
Alternative plans (for poor weather etc)	n/a	n/a	n/a	n/a	n/a	n/a
Emergency plan in case of incident or accident:						

ASSESSMENT CARRIED OUT BY (NAME):

SIGNED:

DATE:

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