



## **St. Joseph's Primary School Risk Assessment Policy**

Saint Joseph's Primary School Governors are committed to promoting the safety and welfare of all members of the school community. Governors' priority lies in ensuring that all operations within the school environment, both educational and support, are delivered in a safe manner that complies fully not just with the law but with best practice. It is recognised that risks are inherent in everyday life and that the need is to identify them and adopt systems for minimising them. It is important for our pupils to be educated to cope safely with risk.

### **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.
- A Risk Assessment is the resulting assessment of the severity of the outcome (for example, 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 (for example, staff training, clear work procedures, preliminary visits, warning signs, barriers and insurance).

Risk Assessments can be used to identify potential hazards to people (slipping, falling) and property (fire) and strategic hazards (reputation, loss of pupils, impact on development), financial hazards (falling pupil rolls), compliance hazards (Child Protection issues) and environmental hazards (asbestos, legionella).

It is recognised that accidents and injuries can ruin lives, damage reputations and cost money. It is recognised that preventative measures can often be surprisingly simple and cost effective, for example, the application of hazard warning tape to a trip hazard, or ensuring that chemicals are properly stored in locked containers.

Risk Assessments are reviewed and updated regularly.

### **Areas Requiring Risk Assessments**

There are numerous activities carried out at the school, each of which requires its own separate risk assessment. Areas in which risk assessments are of particular importance are:

- Asbestos Control
- Early Years Foundation Stage (EYFS) activities
- Educational Visits and Trips
- Fire safety
- Health and Safety
- Swimming Pool safety
- Water safety

Risk Assessments are also needed for many other areas, including:

Educational

- Science
- Sport and PE
- Art and Design
- Music (including minimising the risk of hearing loss)
- Drama (including the theatre backstage, stage, props room and lighting box)

The school makes use of model or generic risk assessments for educational activities and visits.

### **Pastoral**

The focus of our pastoral care is to ensure that each pupil becomes a confident, articulate child, capable of keeping him/herself safe whether at home or outside the home. Our PSHE programmes and Assemblies are directed towards promoting an increasing understanding as the pupil develops, of the risks that exist in both the real and the electronic worlds, and of sensible precautions that should be taken.

### **Medical and First Aid**

The accident forms are maintained in the Office, and it is the injured person,

witness or First Aider who is responsible for ensuring that accident reports are completed and passed to the Principal.

### **Child Protection**

Our Child Protection Policies and training for all staff form the core of our Child Protection risk management. Safe recruitment policies and procedures ensure that the school is not exposed to the risk of employing staff who are barred from working with children, or who are not allowed to work in the UK. By extending this regime to Governors, volunteers and the adult members of the families of staff who are accommodated on site, and by ensuring that everyone in our community receives regular Child Protection training, we manage this risk to an acceptable level.

### **Support Areas**

#### **• Catering and Cleaning**

Risk assessments and training cover all significant risks concerning catering and cleaning equipment, manual handling, slips and trips and the control of substances hazardous to health (COSHH). Induction training and refresher training cover Risk Assessments, protective equipment and safety notices.

#### **• Caretaking and Security**

Risk assessments cover all significant risks. Particular emphasis in training is given to minimising fire risks and security risks by adhering to good practice. Risk Assessments also cover manual handling, working at heights, and asbestos. Induction training and refresher training include training on Risk Assessments, protective equipment and safety notices.

#### **• Maintenance**

Risk assessments and training cover all significant risks including, manual handling, slips and trips, working at height, lone working, asbestos, control of contractors on site, electricity, gas, water, swimming pool maintenance and the control of substances hazardous to health (COSHH). Induction training and refresher training include training on Risk Assessments, safe working practices, communication and health and safety notices and protective equipment.

#### **• Grounds**

Risk assessments and training cover all significant risks including manual handling, slips and trips, working at height, lone working, use of pesticides, storage of flammables and COSHH. Induction training and refresher training include training on Risk Assessments, protective equipment and safety notices.

### **Conducting a Risk Assessment**

The school uses principally the model recommended by the HSE in its publication, Five Steps to Risk Assessment and those provided by the Education Authority.

The school's policy is not to carry out any high risk activity. Activities involving pupils are normally low risk. We always employ specialists to assess high-risk

tasks. Support staff may carry out medium rated activities only if they have been specially trained

### **Specialist Risk Assessments and High-Risk Activities**

We always employ specialists to carry out high risk tasks at the school. The Principal arranges for specialists to carry out risk assessments concerning the following:

- Fire
- Asbestos
- Legionella
- Electricity

### **Review of Risk Assessments**

All Risk Assessments are regularly reviewed. It also specifically requires providers to have Risk Assessments in place covering their indoor and outdoor spaces, furniture, equipment and toys and to keep records of these checks. The school's arrangements for the management of Health and Safety describe the arrangements for regular Health and Safety audits of the fabric of the school, its plant, machinery and equipment, together with its arrangements for auditing the catering and cleaning functions and for water sampling.

The school maintains a copy of completed Risk Assessments and these are available for reference by staff.

### **Responsibilities of All Staff**

All members of staff are given an induction into the school's health and safety arrangements for risk assessments and Health and Safety, and records are kept of all induction training. Staff are, however, responsible for taking reasonable care of their own safety, together with that of pupils and visitors. They are responsible for cooperating with the Principal in order to enable the Governors to comply with their Health and Safety duties. All members of staff are responsible for reporting any risks or defects to the Principal.

### **Accident Reporting**

Any accident that occurs on school premises involving a pupil, member of staff, parent, visitor or contractor should be recorded in the school Accident/ Incident Book and signed/ dated by witness.

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### **Audit Compliance Statements**

The Governors, through the Principal, are aware that systems are in place to mitigate exposure to major risks as summarised below:

- a) financial procedures and controls
- b) major risks to the school, including:
  - strategic risks
  - loss of fee income

- damage to reputation
- failure to teach the correct syllabus
- Child Protection issues
- gaps in Governor skills
- conflicts of interest
- employment disputes
- major Health and Safety issues
- possible data loss
- risks of fire, flood and land slip
- poor cashflow management
- fraud
- loss through inappropriate investments
- other areas of potential risk

The measures taken to protect the school against such risks include:

- safe recruitment of staff, Governors and volunteers
- measures to ensure the selection, training and appraisal of appropriately qualified staff and Governors
- insurance
- strong financial controls that are regularly reviewed
- use of professional advice from lawyers, accountants, architects, etc as needed
- formal review of compliance with the school's charitable objectives.

In Saint Joseph's Primary School we endeavour to maintain a Health and Safety conscious environment. Health and Safety procedures are reviewed on a regular basis.

This policy will be updated annually.