



## RISK ASSESSMENT POLICY

Responsible for Policy	
Author	Head of Operations
Approval	Compliance Committee
Review Dates	
Policy Date	Summer 2026
Next Review Date	Summer 2027
This policy applies to Hazelwood School and Hazelwood School Nursery (including EYFS)	

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### 1. 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.

### 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 [this bullet point is only for academies, including free schools, and independent schools, delete if not applicable]
- 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 poses 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.

### 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 in order to prevent harm from them based on their likelihood and their potential to cause harm
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 Board of Governors

The Board of Governors has ultimate responsibility for health and safety matters in the school but will delegate day-to-day responsibility to Head.

The Board of Governors 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 Board of Governors, 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 measures in place to manage them.

#### **4.2 The Head**

The Head, or in the Head's absence, the Head of Operations, is responsible for ensuring that all risk assessments are completed and reviewed.

#### **4.3 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.

#### **4.4 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.

#### **4.5 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 the risks 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 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 3 years after the length of time they apply. Risk assessments are securely disposed of.

## **6. Monitoring arrangements**

Risk assessments are written as needed and reviewed by the Head of Operations.

This policy will be reviewed by the Head of Operations every two years and approved by the Head.

## **7. 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	✓	Completed by	Date of review
Workers under the age of 18	✓	HR Advisor	September 2025
Asbestos	✓	Estates Manager (Third Party Provider)	August 2024
Substances hazardous to health	✓	Estates Manager	September 2025
Display screen equipment	✓	Estates Manager	September 2025
Fire	✓	Estates Manager (Third Party Provider)	November 2025
Legionella	✓	Estates Manager (Third Party Provider)	July 2026
First aid	✓	School Nurse	September 2025
Manual handling	✓	Estates Manager	September 2025
Working at height	✓	Estates Manager	September 2025
Children being drawn into terrorism	✓	Covered in Safeguarding Training	September 2025
Swimming pools (if applicable)	✓	Estates Manager	September 2025

**Appendix 2: risk assessment template**

<b>Workplace</b>	Hazelwood School	<b>Likelihood (L)</b>	<b>X</b>	<b>Severity (S)</b>
<b>Department</b>		Almost Impossible	1	Insignificant (minor injury, no time off)
<b>Risk Assessor</b>		Unlikely	2	Minor (injury and up to 7 days off)
<b>Room/Area</b>		Possible	3	Moderate (injury causing more than 7 days off)
<b>Activity/Task</b>		Likely	4	Major (death or serious injury)
<b>Date</b>		Almost Certain	5	Catastrophic (multiple deaths)
<b>Benefit of activity</b>		<b>Low = 1-8</b>	<b>Medium = 9-14</b>	<b>High = 15-25</b>

What are the significant, foreseeable, hazards? <i>(the dangers that can cause harm)</i>	Who is at Risk?	Current control measures <i>(What is already in place/done)</i>	Risk Rating			What additional control measures can be put in place to reduce the risk further?	Revised Risk Rating		
			L	S	R		L	S	R
1.									
2.									

3.										
5.										

**Action Plan (when will the above additional control measures be implemented and by whom?)**

Action	By Whom?	Deadline	Date Completed

**Signature and review**

<b>Name of Manager:</b>		<b>Signature of Manager:</b>		<b>Date:</b>	
<b>1<sup>st</sup> review undertaken on:</b>		<b>Signature of Manager:</b>		<b>Date:</b>	
<b>2<sup>nd</sup> review undertaken on:</b>		<b>Signature of Manager:</b>		<b>Date:</b>	
<b>3<sup>rd</sup> review undertaken on:</b>		<b>Signature of Manager:</b>		<b>Date:</b>	