




Risk Assessment Policy

Signed	
Position	Head of School
Date Agreed	26th January 2025
Next Review	

Equality Statement

Centre Academy London is committed to a policy of equality and aims to ensure that no employee, job applicant, pupil or other member of the school community is treated less favourably on grounds of sex, race, colour, ethnic or national origin, marital status, age, sexual orientation, disability, or religious belief. We provide a safe, supportive, and welcoming environment.

Centre Academy London is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.



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1. Aims

Centre Academy aims to ensure that:

- Our vulnerable students, who are not always able to determine or understand danger or harm, are protected
- All risks that may cause injury or harm to staff, pupils and visitors are identified (to the best of our ability), and all control measures that are reasonably practicable are in place to avoid or significantly minimise 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, including new and expectant mothers
- Regulation 4 of [The Control of Asbestos Regulations 2012](#) requires 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 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 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 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.
- DfE guidance on [health and safety: responsibilities and duties for schools](#) says schools must identify the measures needed to reduce the risks from public health incidents, including COVID-19, so far as is reasonably practicable
- 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 Proprietor

The Proprietor has ultimate responsibility for health and safety matters in the school, but will delegate day-to-day responsibility to Head of School, Michael Jeffrey.

The Proprietor 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.
- Ensure that the premises are regularly maintained and that all staff and pupils are safe.

4.2 The Head of School

- The Head of School, or in the Head of School's absence the Senior Leadership Team is responsible for ensuring that all risk assessments are completed and reviewed.
- The Head of School is responsible for training and advising staff how to recognise potential hazards and harm and complete the risk assessments with as much detail as possible.



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 that need assessing.

4.4 Pupils and parents

Pupils and parents are responsible for following the school's advice in relation to risks, onsite 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.

Contractors are not permitted to work on-site during school hours.

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 or individuals. We recognize that our students, have special educational needs (SEN) and will require more robust and detailed risk assessments to ensure their safety. Some students may require individual risk assessments for either short- or long-term risks. We consider our staff and ensure those that have extremely vulnerable health conditions or who have temporary risks associated with pregnancy or injuries. We will then establish how these groups or individuals may 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 to 3 will be written up and recorded in order to produce the risk assessment. A generic risk assessment template can be found in appendix 2 of this policy but CAL uses a variety of risk assessments depending on the hazard and who is at risk.

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?
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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. Types of risk assessments

Risk assessments are written as needed and reviewed by Proprietor and Head of School with the input of the Safeguarding Team. Centre Academy London will provide risk assessments for the following:

1. Premises Risk Assessment – This is an assessment of each of the locations within the school where potential hazards may occur and the details of the precautions taken to prevent them. These can be updated termly or in the case where changes in the physical circumstances or situation of the room may require a reassessment. Any serious risk identified that exceeds the recommended Risk Rating will require a review of the precautions and a Health and Safety Risk Report

2. Student Risk Assessment – This is an assessment of:

- any activities that the learner may be involved in to determine if there are any potential risks in participating in the activity and the precautions recommended to mitigate any risks.
- ensuring EBSA (emotionally based school avoidant) students are safeguarded and regular check-ins with the family are occurring
- Individual risk assessments for students who *may* pose any risk to themselves or others

3. Health & Safety Risk Assessment: This is an assessment of the premises of the school that determines any potential risk there may be for staff of students. One report should be completed each quarter unless a particular incident/accident occurs or a serious risk is identified in which case an additional report will be required along with a Health and Safety Risk Report



7. Monitoring arrangements

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

This policy will be reviewed by the Head of School on an annual basis and approved by the Proprietor, Mr. Rohan Murphy.

8. Links with other policies

This risk assessment policy links to the following policies:

- Health and safety
- First aid
- Supporting pupils with medical conditions
- Assessment policy
- Fire Safety
- Hazardous substances
- Asbestos Management Plan
- Legionella Management Plan
- Safeguarding and Child Protection Policy

Appendix 1: Generic risk assessment template

Name of person completing the risk assessment				Date		
What are the hazards?	Who might be harmed and how?	What control measures are already in place? Are they sufficient?	What additional control measures are needed?	Action by whom?	Action by when?	Completed?