



'Five Rivers is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment'

Risk Assessment Policy and Procedure

Five Rivers Child Care Ltd

Policy Owner	Headteacher
Authoriser	Head of Education
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1. Policy

1.1 Policy Statement

We at Five Rivers Child Care Ltd, have expanded on the Organisation's Health and Safety Policy and developed a specific Risk Assessment Policy and Procedure document. Its purpose is to create a clear statement to advise staff at Schools on how risk assessments should be carried out.

We will prioritise risks and consult relevant parties e.g. staff, parents/carers, pupils, outside agencies. The effectiveness of each risk assessment will be reviewed and accordingly revised to reduce risk in future.

1.2 Terms and Definitions

The below table sets out a number of terms and definitions used within this document:

Term	Definition
'5-STEPS to RISK ASSESS'	The chosen procedure FRCC have adopted & use to ensure Risk Assessments are being carried out competently
IDENTIFY	Spotting anything that has the potential to cause harm
EVALUATE	You are deciding the severity and ways to manage the risk
REPORTING	Informs the process of determining what action to take (if any) to remediate weaknesses or deficiencies
REVIEWING	Check that your control measures are working. Review your assessment in case things have changed and record the significant findings with your risk assessment documents.

1.3 Data Protection

The Five Rivers Group supports the objectives of the United Kingdom General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018 (DPA 2018) and other legislation relating to Data Processing, including the Human Rights Act 1998, the Safeguarding of Vulnerable Groups Act 2006 and the regulations that underpin our services. The Five Rivers Group has a statutory obligation to process personal data in accordance with the provisions of the United Kingdom General Data Protection Regulation (UKGDPR) and the Data Protection Act 2018.

Every member of The Five Rivers Group has an obligation to ensure that the information they process (use) is collected, maintained and disclosed in accordance with the United Kingdom General Data Protection Regulation (UKGDPR), the Data Protection Act 2018, the Five Rivers Group Data Protection Policy and The Five Rivers Group Data Retention Policy.

1.4 Disclosure of Information

It is a criminal offence for a person to knowingly or recklessly sell, disclose or retain personal information outside of the Five Rivers Group under section 170 DPA 2018 without a legitimate purpose and legal basis. The Five Rivers Group considers these actions unauthorised and will take all necessary action to ensure personal data is not disclosed, retained or sold without a valid legal reason including referral to the criminal investigations team of the information commissioner's office (CRIT ICO).

2. The Procedure

Once a hazard has been identified in the workplace this should be reported to Line Manager/Headteacher immediately or at the earliest practical time. An example of this type of situation could be a loose carpet tile, a broken wire/cable, or a stair light not working.

The Manager/Headteacher will make recommendations as to how the potential risk can be minimised or eliminated as far as is reasonably practical to protect people from harm. Any actions will be completed within 48 hours of identifying the risk. If this needs to be dealt with by a contractor, contact the Facilities Manager. In the case of offices where a landlord has responsibility for maintenance of the building, contact the Landlord/Management Company.

If the hazard cannot be eliminated at the time of identifying the hazard, the manager will complete a Risk Assessment following the guidelines below. The Risk Assessment is to be circulated to the group of people who will be affected by the hazard.

'5-Steps' to Risk Assess *(As is on our H&S Policy)*

IDENTIFY the hazard (something that has the potential to do harm)

Decide **WHO** might be harmed & how

EVALUATE the risks & decide whether the existing precautions are valid or whether more should be done

RECORD your findings and implement them

REVIEW your assessment & revise if necessary

2.1 Identifying the specific hazards

- Young people – consider how the social, emotional and behavioural difficulties experienced by our students might impact on risk to self and others
- Environment – inside and outside
- Security/safety procedures
- Off-site activities
- Equipment

2.2 When thinking about a risk assessment, remember:

A hazard is anything that may cause harm, e.g. a physical condition, which can make the school unsafe, such as a slippery floor; unsafe acts e.g. rushing, horseplay, taking shortcuts. Unsafe omissions such as the failure to follow safe systems or wear protective equipment can also be termed hazards.

The risk is the chance, high or low, that somebody could be harmed by these and other hazards, together with an indication of how serious the harm could be.

2.3 Hazard Identification

Staff should identify all the hazards relevant to the activity. Specific hazards should be assessed on a separate risk assessment form and cross-referenced with this document. Possible hazards may include:

- Biological agents
- Display screen equipment
- Manual handling operations, lifting and handling of heavy objects, Hazardous Substances & locations beyond the school.

2.4 Other hazards to consider include:

- Lone- or out-of-hours working,
- Slipping/tripping hazards
- Electricity, Noise, dust, temperature extremes, Fire/explosion, tools, machinery,

2.5 Hazards induced by people include:

Working on a one-to-one basis Working in secluded areas

Risks resulting from irrational behaviour Risks resulting from poor anger management

2.6 Who May Be Affected

- Students
- Staff, include cleaning or office staff, contractors, other agency workers and visitors to the schools and parents
- Expectant mothers pressure systems, compressed gases, work at height, confined areas, vehicles, irregular or unusual activities such as maintenance or repair work.

2.7 Those not directly involved with the activity but who may still be affected

Members of the public

2.8 Risk Evaluation

Evaluate the risks (low/medium/high) to which individuals might be exposed. This will be a subjective evaluation but should be used to give an indication of the priority with which the risks need to be addressed. Where risks are already controlled, monitor the effectiveness of the control to decide whether they are sufficient. Where the risk to individuals is thought to be medium or high, additional control measures must be considered.

2.9 Risk Control

Decide what controls are necessary to reduce the risk to individuals. The steps to controlling the risks are as follows:

Avoid, substitute or replace the hazard – evaluate whether or not the hazard be avoided or altered to reduce the likelihood of risk

Procedural controls – evaluate whether or not the procedure be altered to avoid or reduce the risk. Can the individual be removed/distanced from the risk? Can the activity be carried out at a time that would have a lesser impact on others?

Student management – staff need to be aware of each student's needs

Setting management – such as the monitoring of exits and entrances. *Additional staff* – can an additional person be utilised to avoid or reduce the risk?

Personal Protective Equipment - consider the value of using such things as gloves, over garments or a hat.

Emergency procedures – have contingencies in the event of things going wrong such as an accident, incident or fire

Health surveillance – are your staff or students physically able or sufficiently fit to engage in the planned activity.

2.10 Review & Monitor - ensuring effectiveness and correct implementation

Record Your Findings:

Record the significant hazards and conclusions using the appropriate risk assessment form.

3. Assessment Review:

The assessment must be reviewed at least annually to ensure it remains relevant and effective. In addition, the assessment must be reviewed if there are any significant changes to the activity such as different students or staff, new procedures, substances or equipment.

The Headteacher may at times have to dynamically risk assess in some situations, however, will then review and update the relevant risk assessment.

The risk assessment must be shared with staff each time it has been reviewed and updated. All staff must read and sign risk assessments to ensure they understand risks and control measures when working with pupils in school and off site.

4. School Visits

The school has a policy on school visits, which should be read by all members of staff.