



## Risk Assessment Policy

Ref: **LP-HW-004**

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Description: This policy outlines the School's approach to the use of Health & Safety (H&S) Risk Assessments

### OUR SCHOOL AIMS

- ❖ *To be a safe and trusted foundation for our pupils to achieve their individual academic, social and creative potential.*
- ❖ *To cultivate the skills, knowledge, self-awareness and academic credentials our pupils will need to confidently meet the challenges of our rapidly changing world.*
- ❖ *To instil and nurture a strong sense of social responsibility, integrity and environmental awareness so our pupils positively contribute to a sustainable and just society.*
- ❖ *To guide each pupil in the discovery, delight and development of their individual gifts, talents and character.*
- ❖ *To create and sustain an inclusive and contemporary school culture, where diversity, difference and individuality are recognised and celebrated.*
- ❖ *To prioritise physical and emotional wellbeing across every facet of our school community.*

## 1.0 OVERVIEW INTRODUCTION

- 1.1 This policy has been developed to cover the use of H&S risk assessments in Lingfield College. This policy brings together all aspects of the School's risk assessment procedures.
- 1.2 The first section of this policy gives an overview, with the detail provided in the following pages.

## 2.0 OVERVIEW

- 2.1 All premises and activities (onsite and offsite) of the School will be subject to risk assessments;
- 2.2 All risk assessments will comply with the School's risk assessment documentation and guidance. The risk assessments will be either one-offs (educational trips) or ongoing (School activities);
- 2.3 The risk assessments will be carried out by the members of staff who have responsibility for the activities concerned.
- 2.4 Any action needed to control the risks will be identified and implemented by that member of staff, who will periodically check that the controls are working as intended.
- 2.5 The ongoing risk assessments (RA) will be formally reviewed by the H&S Manager at least once per year, in conjunction with the member of staff who owns the risk assessment.



- 2.6 There are 4 types of RA in use in Lingfield College:
- The School Trip Procedure (Sp-HW-011),
  - full RA,
  - generic RA
  - dynamic RA.
- 2.7 The member of staff is responsible for identifying which type to use, and for completing it in a timely manner in accordance with this risk assessment guidance.
- 2.8 If a RA has been created for a member of staff, then that member of staff is responsible for reviewing the risk assessment, modifying if necessary, and ensuring the controls have been implemented.
- 2.9 All risk assessments should be signed and dated by the member of staff responsible for the events covered by the risk assessment.
- 2.10 The H&S Manager can be contacted for help on any aspect of creating and managing a risk assessment, including any requirement for specific training.

***The remainder of the Policy gives details of how the risk assessments are to be carried out.***

### **3.0 DETAIL INTRODUCTION**

As part of managing the health and safety of the School we must identify and control the risks. To do this we need to think about what might cause harm to people and decide whether we are taking reasonable steps to prevent that harm. This is known as a risk assessment (RA) and it is something we are required by law to carry out.

### **4.0 APPROACH**

*The approach adopted in this policy has been taken from the Arrangements and Procedures section of the school's H&S Policy (LP-HW-001).*

The following approach for risk assessments shall be followed to ensure the health and safety of all staff, and others, whilst at work and as affected by working activities.

- All premises and activities (onsite and offsite) of the School are subject to risk assessments using the School's standard documentation and this guidance.
- The risk assessments will be carried out by the staff who have responsibility for the areas and activities, supported by the H&S Manager. Any action needed to control the risks will be identified and completed by the responsible staff, ensuring all relevant internal approvals are obtained before the controls are implemented.
- The H&S Manager is responsible for ad hoc checking of the controls to ensure that they are implemented as planned. The H&S Manager and the responsible staff will be responsible for checking and ensuring the controls mitigate the risk as planned.
- The H&S Manager will use the risk assessments, checks and any audits carried out to report, and provide assurance, to the Headmaster and the Governing Body on the H&S performance of the School.
- The ongoing School risk assessments will be formally reviewed by the responsible staff member and the H&S Manager at least once per year. Trip risk assessments will be reviewed as and when the trip is repeated.

### **5.0 WHAT IS A RISK ASSESSMENT?**

A Risk Assessment is a careful examination of what could go wrong and cause harm to people (other staff, pupils, visitors) from school activities. What is important is that the member of staff and leader of these activities, needs to decide whether a hazard is significant and whether it is adequately covered



by actions (or 'control measures') to minimize the risk of something going wrong and what further actions may be necessary to further mitigate risk (both in planning and review stages).

## 6.0 TYPES OF RISK ASSESSMENTS AND HOW TO DECIDE WHAT IS NEEDED

6.1 There are 4 types of RA in use in Lingfield College:

- **Generic** – these are RAs that cover general activities in the school. They include possible risks associated with the school site, maintenance and building work, classrooms and specialist areas such as the dark room.
- **Full RA** – these are detailed RAs written specifically for higher risk activities both on and off site, such as building projects, paintballing, trips abroad, Duke of Edinburgh expeditions or visits to open farms for the younger pupils. The Educational Trips Risk Assessment spreadsheet includes different sections covering medium risk visits which the School undertakes on a regular basis. There is also a template and instructions for creating a bespoke RA for higher risk trips. This also includes pupil additional medical RAs (for trips/extraordinary events)
- **School Trip Procedure** – a document created from a risk assessment of the common hazards encountered on School trips over the last 5 years. See SP-HW-011. The Procedure specifies how certain aspects of a trip must be managed.
- **Dynamic risk assessments** – the circumstances of some trips or activities on the school site can change quickly and staff may need to use a process that allows the continuous identification of hazards, assessing risk, and taking action. Most staff will do this automatically, but the systematic use of these techniques can be beneficial.

6.2 **Please note:** all activities relating to the teaching of science in Lingfield are covered by the advice and procedures of CLEAPPS' (Consortium of Local Education Authorities for the Provision of Science Services). An audit of the School's use of CLEAPPS is carried out by the H&S Manager every 3 years.

6.3 A number of factors need to be considered when deciding what kind of RA is needed:

- age of the pupils;
- type of activity;
- if on a trip - place/venue to be visited;
- activities to be undertaken;
- if you have undertaken the activities or visited the venue before (in which case there might already be a School RA which can be used – speak to the H&S Manager).

## 7.0 WRITING OR REVIEWING A GENERIC RISK ASSESSMENTS

7.1 All School RAs are in the School RA format, developed for the new Trip Approval Process in the Summer of 2017.

7.2 The Generic RAs are recorded on a RA Master List, which details the owners, versions and review details. The list also contains a link to each RA. The Master List is managed by the H&S Manager.

7.3 If a new generic RA is needed please speak to the H&S Manager.

## 8.0 WRITING A TRIP RISK ASSESSMENT

8.1 Having identified a need for a RA the first thing to do is check with the H&S Manager to see whether a RA already exists that can be used as is or form the basis of what is now needed for the trip.

8.2 Every RA is assigned reference number and needs to be version controlled – this means that each version of the Trip Procedure and Trips spreadsheet is numbered and dated so the latest version can



be identified and used. Please do not alter the master documents without discussing it with the H&S Manager first who manages both identifiers.

- 8.3 If you need help with creating a RA, or in any aspect of implementing the identified controls then contact the H&S Manager.
- 8.4 If a RA has been created for you (either by the H&S Manager or by a company employed to organise a trip on the School's behalf) then make sure you review the risks and controls. You may wish to refine the assessment and add some more, or delete some of the controls/risks as not applicable. However, please note that the risk rating given against each risk will be based on the stated controls being implemented, so if you modify any of the controls please re-visit the rating in case it also needs to be amended. ***Then date the RA to show that it has been reviewed and adopted.***
- 8.5 Once the RA has been written and signed off – what needs to be done?
- The identification of the hazards, associated risks, the actions to be taken to mitigate the risks and scoring has been completed then the controls need to be implemented. This could range from briefing others on what needs to be done, to creating a plan of action. The RA is a starting point, not an end in itself.
  - Periodically you need to check that the controls are in place and still working as intended – that is they are mitigating the risk of something happening. As part of the school's H&S Management System the controls will be subject to ad-hoc checking.
  - Please note: some controls may need daily checking, such as a daily inspection of the classroom and equipment before the pupils arrive so action can be taken immediately to minimize risks from any hazards identified.
  - Any accidents or incidents are to be recorded in the School's Accident Book. Anything significant should be reported to the H&S Manager so any obligations under the RIDDOR regulations can be met, including, where necessary, carrying out an investigation and any lessons identified and learnt.
- 8.6 It may be appropriate to involve pupils in the risk assessments, teaching them how to recognize and manage risks. Please contact the H&S Manager if you would like some help on this.

## **9.0 RISK ASSESSMENT REVIEWS**

The Trip Procedure and the Trips risk assessments will be reviewed annually by the H&S Manager, in conjunction with staff. In addition a RA should be reviewed if there is any significant change which affects the activity/trip covered by the RA, for example: to meet the particular needs of a pupil or if an incident has occurred.

## **10.0 TRAINING**

All new staff members of the school undertake a H&S induction. In addition there is an annual presentation to staff during staff inset days, and periodic updates from the H&S Manager. Specific one-to-one training on all aspects of H&S is available at any time. Please contact the H&S Manager.

## **11.0 REVIEW**

- 11.1 A formal review of this Risk Assessment policy takes place every year. All reviews and their conclusions are documented.

Last reviewed August 2025

Next review due August 2026