

RYDES HILL PREPARATORY SCHOOL & NURSERY

P24 (ISI 16A) – RISK ASSESSMENT POLICY INCLUDING EYFS / EARLY YEARS CHILDREN



MISSION STATEMENT

- ❖ Rydes Hill Preparatory School and Nursery is a Catholic school where children learn how to live in loving relationship with God and each other.
- ❖ Christian virtues of love and justice, faith and courage, hope and perseverance are fostered.
- ❖ Pupils and staff comprise individuals of different faiths and beliefs but the Rydes Hill community aspires to unity within the life of the school on shared moral values.
- ❖ The importance placed on the development of individual talents is at the heart of what the school stands for and all are encouraged and challenged to be the best they can be.

Written By :	Alison Packman – Compliance Officer	2 nd February 2018
Reviewed By :	Kathryn Pillar - Bursar	9 th February 2018
Approved By :	Stephanie Bell – Headmistress	22 nd February 2018
Governor Review By :	Not required	

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Revision History

Revision	Paragraph Number	Revision
March 2016		Original Policy
March 2017		
March 2018	Aim/Objective/Statement of Intent	Mission Policy updated
	Paragraph 14	Correct typo to change “reasonable” to “reasonably”
	Paragraph 18	Delete “below” and add “above”
	Paragraph 19	Reference to Appendix B added
	Appendix B	Forest School added to list
		New

Abbreviations, Acronyms and Definitions

Abbreviation / Acronym	Definition
COSHH	Control of Substances Hazardous to Health Regulations 2002
H&S	Health & Safety
MHSWR	Management of Health and Safety at Work Regulations
RIDDOR	The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations

Aim / Objective / Statement of Intent

The objective of this Policy is to ensure that all pupils, parents and visitors and contractors who are on site at Rydes Hill School are kept as safe as is reasonably possible whilst they are here. Under the Management of Health and Safety at Work Regulations 1999, the Health and Safety at Work Act 1974 and the Control of Substances Hazardous to Health Regulations 2002, the School is required to carry out a suitable and sufficient Risk Assessment programme for areas, activities and procedures where there is likely to be significant risk. Risk Assessments will be carried out for all hazardous activities and locations where there is a risk of harm being caused. Risk Assessments must identify not only hazards and the risks arising from them, but also determine whether existing precautions are adequate or additional controls are required. All risk assessments are reviewed on a regular basis. In addition to the assessments completed by the School, there are a number of assessments carried out by external contractors, where specialist skills are needed. These include Fire Safety, Legionella Control, the Asbestos Register and Hazardous Substances. Staff receive guidance on risk assessment as part of their induction and have access to a number of procedures, such as Working at Height, Manual Working and Slips, Trips and Falls, whenever required.

Training

1. All staff will undertake a program of risk assessment training to improve and maintain their knowledge during their period of employment. This training will encompass both the methodology for carrying out a risk assessment and maintain awareness.

Guidance

2. The definition of **Risk Assessment** is the process of determining whether the control measures in place are sufficient to ensure that the residual risk posed by a particular hazard (i.e. the degree of risk which remains once control measures have been taken) is acceptable and compliant with legislation. A **hazard** is something which has potential to harm, and a **risk** is the likelihood of a hazard producing a harmful effect if control measures are not taken.
3. If you are unsure as to whether a risk assessment is required, considering the following question can be helpful :-
"Is an injury or loss foreseeable?"
 If the answer is yes, then a risk assessment must be carried out.

On occasion it may be necessary to conduct Dynamic Risk Assessments. A Dynamic Risk Assessment is a split second decision made by staff where they are taking into account the risks of acting versus not acting. For example, whether to restrain a pupil by the arm when they may be about to run into the path of a car. The staff member is weighing up

the risk of minor injury to the pupil resulting from the staff member grabbing their arm versus the potentially serious injury to the pupil should they be hit by a moving car. Dynamic Risk Assessments do not need to be formally recorded however consideration should be given after any incident as to whether avoidance measures could be taken in future and the potential risk added to a formalised risk assessment.

4. The risk can be assessed based on the following calculation:-

Severity of Occurrence * Likelihood of Occurrence

Scales of Severity

5. Scales of Severity are measured as follows :-

5 = Fatality to Life / Cost of more than £500,000
 4 = Major Injury / Cost of more than £100,000
 3 = Moderate Injury / Cost of more than £10,000
 2 = Minor Injury / Cost of more than £1,000
 1 = Insignificant Injury / Cost of more than £100

Scales of Likelihood

6. Scales of Likelihood are measured as follows :-

5 = Almost certain
 4 = Very likely
 3 = Possible
 2 = Unlikely
 1 = Rare

Residual Risk

7. Additional safety measures are then detailed and the residual risk (i.e. that remaining after these additional safety measures are applied) is calculated based on the formula above.
8. The residual risk can then be categorised as follows :-

Residual Risk is 1 – 5 – GREEN

No additional controls required, monitor the activity / location to ensure that the additional safety measures are maintained.

Residual Risk 6 – 10 – GREEN

Monitoring is required to ensure that the safety control measures are maintained. Consideration may be given to further control measures that are cost effective or of additional cost burden.

Residual Risk 11 – 15 - AMBER

Efforts should be made to reduce the risk rating further, however the costs of prevention should be carefully measured and justified.

Residual Risk 16 – 20 - RED

Activities should **not be started or continued** until the risk has been reduced to a level that is as low as reasonably practicable. Seek competent advice.

Residual Risk 21 – 25 – RED

Work should **not be started or continued** until the risk has been reduced. Immediately seek competent advice.

9. Details of additional measures required will be added to the Risk Assessment Action Sheet so that they can be easily monitored and tracked. The Risk Assessment Action Sheet will be formally reviewed at least termly during the Health & Safety Committee Meeting.

Hierarchy of Control Measurements

10. When reviewing residual risks it can be helpful to consider the hierarchy of control measurements :-

- E** - Eliminate (Is it possible to eliminate the event that is creating the risk?)
- S** – Substitute (Can part of the process be substituted?)
- C** – Contain (Can the harmful element be contained?)
- A** – Alleviate (Can the degree of harm be alleviated?)
- P** – Personal Protective Equipment (Can items be used to reduce level of harm?)
- E** – Educate (Can training be implemented?)

11. We can consider the above in the following theoretical scenario:-

The school has some very unwieldy items that it uses for the Christmas and Summer Production and this is stored in the roof space when not in use. This necessitates it being manually put into the roof space through a loft hatch in some large heavy boxes. This has previously been achieved by the person balancing the boxes on their chest as they climb up a step ladder.

12. By applying the Hierarchy of Control Measurements, we could consider the following actions :-
13. **E** – Do we need to store these items in the roof space? Is there somewhere at ground level they could be stored so that the risk is eliminated entirely?

S – If the roof space is the only storage area available, is there another way of getting them into the loft?

C – Can someone assist in the operation by handing up items to a person already in the roof space?

A – Can the items be broken down into smaller, lighter and therefore more manageable pieces and then stored?

P – Could wearing additional personal protective equipment help? Are steel toe-capped shoes/boots being worn? Would gloves be of benefit?

E – Review Manual Handling and Working at Height pamphlets

14. By using the “ESCAPE” hierarchy above we are able to dramatically reduce the risks involved in this operation.

Legislation

15. Whilst there is no legislation as to how long a risk assessment is valid before a review is necessary, it is best practice that this should not be more than two years or so (and annually in the case of severe risks), and this is the guidance used by Rydes Hill School. In addition to this, a risk might also be assessed when legislation changes, new equipment introduced, alterations made to procedures, or after a near miss or accident, particularly if the accident is RIDDOR based (relations to the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013). This latter category refers to injuries of a very serious or fatal nature.
16. The initial assessment and the review should always be done, where possible, by the main person responsible for the risk, along with a ‘Competent Person’, i.e. someone with a knowledge of health and safety. For example, any risk in the Science Department should be carried out by the Head of Science.
17. The Bursar is responsible for the ‘support’ risk assessments and the Deputy Head (Pastoral) for those involving curriculum activities and School trips. Rydes Hill currently has over 40 School Facilities/Site Risk Assessments in place and Educational Visit/Offsite Risk assessments for every school trip.
18. Template risk assessments can be found at Appendix A and B.

19. A list of areas (non-exhaustive) which require risk assessment is located below:

Educational

Science Department	School Trips and Out of School Activities
General Classroom	Nursery
Netball / Tennis Courts	Main Hall – PE Activities (Gymnastics, Dance, Health Related Exercise, Fundamental Motor Skills and Ballet)
Forest School	Grass Areas (Cricket, Rounders, Athletics and Football)

Support

Adventure Play Area	Letting of School Premises
Control of Asbestos containing materials	Lighting
Control of Contractors	Manual Handling
Exposed Heating Pipes	Minibus
Fire Safety	New & Expectant Mothers
Food Safety	Office Safety
FRHPS Activities	Pedestrian and Vehicle Movement on School Site
Gardens & Grounds	Playgrounds
Gas & Electricity	Security
General Maintenance	Smoking
Glass in Doors	Stress
Growth of Legionella Bacteria	Toilets & Washroom
Hazardous Substances	Training
Heating System	Trees & Poisonous Plants / Berries
Incorrect Provision of First Aid	Use of Display Screen Equipment
Incorrect use of Ladders	Working at Height
Kitchen Safety	Working Hours

Responsibility for Implementation of the Policy

20. The Governing Body has overall responsibility for implementation of this Policy, but the School Bursar has day-to-day responsibility for delivering it to a satisfactory standard. The Bursar is supported in this role by a Health & Safety Committee, who meet termly and keep Minutes of Meetings, and external health and safety advisers, Assurity Consulting.

List of Appendices

Appendix A – Excerpt of completed Risk Assessment for School Facilities/Site

Appendix B – Excerpt of completed Risk Assessment for Off-site Educational Visits

Appendix A – Excerpt of completed Risk Assessment for School Facilities/Site



Risk Assessment Number: 02
Risk Assessment Title: Incorrect provision of First Aid

Rydes Hill Preparatory School

Date Risk Assessment carried out: August 2017
Date of Next Review: August 2018

Hazard (Who, What, How)	Safety control measures	Severity of occurrence (with current control measures)	Likelihood of occurrence (with current control measures)	Risk Rating (Severity x Likelihood)	Additional safety control measures to reduce risk rating lower if required	New risk rating (severity x Likelihood)	Residual Risk classification after additional measures
An insufficient number of trained first aiders and appointed persons, may cause inadequate or inappropriate provision of first aid, or delay in provision, both on and off site, which could result in a prolongation of recovery, increase in seriousness of injury or death.	All staff receive training in first aid and a majority are Appointed Persons for first aid purposes. School minibuses are equipped with first aid boxes. First aid boxes are also available in the kitchen, the school office and the science block. These are all updated regularly. All staff working within Early Years undergo specific paediatric first aid training.	3	3	9			GREEN
A lack of information on the provision of first aid may result in a delay in provision which could result in a prolongation of recovery, increase in seriousness of injury or death.	The School Office also serves as a first aid department. All pupils and staff are made aware of this. There are 'urgent help needed' signs around the school for children to take to the School Office if they need urgent assistance. There is a detailed First Aid Policy.	3	2	6	At school events where School Office staff are not present, the attendance of parents who are known to be doctors or surgeons to be informally noted in case of emergency.	2*1 = 2	GREEN



Risk Assessment Number: 02
Risk Assessment Title: Incorrect provision of First Aid

Rydes Hill Preparatory School

Date Risk Assessment carried out: August 2017
Date of Next Review: August 2018

Risk Assessment reviews:		
Reviewed by: Kathryn Pillar	Signed: Kathryn Pillar	Date: 1 st August 2017

Risk rating outcomes:

Severity of occurrence	
Fatality / £500,000+	5
Major / £100,000+	4
Moderate / £10,000+	3
Minor / £1,000+	2
Insignificant / £100+	1

Likelihood of occurrence	
Almost certain	5
Very likely	4
Possible	3
Unlikely	2
Rare	1

1 – 5	No additional controls required, monitor the activity/location to ensure that the safety control measures are maintained				
6 – 10	Monitoring is required to ensure that the safety control measures are maintained. Consideration may be given to any further control measures that are cost effective or no additional cost burden.				
11 – 15	Efforts should be made to reduce the risk rating further, however the costs of prevention should be carefully measured and justified				
16 – 20	Activities should not be started or continued until the risk has been reduced to a level that is as low as is reasonably practicable, seek further competent advice.				
20 - 25	Work should not be started or continued until the risk has been reduced, seek competent advice IMMEDIATELY.				
RISK RATING	Likelihood				
Severity of occurrence	5	4	3	2	1
5	25	20	15	10	5
4	20	16	12	8	4
3	15	12	9	6	3
2	10	8	6	4	2
1	5	4	3	2	1

Appendix B – Excerpt of completed Risk Assessment for Educational Visits

Class : Upper Transition. Leader : Mrs L Mehigan No. of Pupils: 20
 Location : Lyding Farm Emergency Tel No : 01483 563160 (Rydes Hill) No. of Adults: 3
 Date and Time : 29th June 2017 : Leave Rydes Hill 8.45am. Return Rydes Hill 3pm.

Hazard (Who, What, How)	Safety control measures	Severity of occurrence (with current control measures)	Likelihood of occurrence (with current control measures)	Risk Rating (Severity x Likelihood)	Additional safety control measures to reduce risk rating lower if required	New risk rating (severity x Likelihood)	Residual Risk classification after additional measures
Lost child	Pupil to adult ratio has been checked. Pupils are supervised at all times. Pupils are taken to the bathroom or sent in 2s.	1	2	2	All adult supervisors on the trip are given the names of the pupils they are responsible for prior to the trip.	1x1=1	GREEN
Traffic accident	Remain calm. Ensure all pupils and adults are safe (remove from vehicle if possible). Call emergency services if required. Call School office to notify parents. Treat minor.	3	2	6	Minibuses travel in convoy along with additional members of staff available for supervision.	2x2=4	GREEN
Accident at sight	Adults are in charge of each year group. Pupils know who to turn to if they are in need of assistance. First Aid kit is carried by staff members. Inhalers and epipens are kept with adults supervising the pupils in need of them.	2	2	4	Ask the sight / institute for their RA if any accidents occur. Follow their procedures.	1x2=2	GREEN
Sun burn	Clarion all parents of pupils attending the trip advising them to apply sun cream to their child in the morning. Pupils may bring their own sun cream and apply it themselves.	1	2	2	Ask all pupils to bring their RH caps to the trip to prevent sun stroke and protect face from sun.	1x1=1	GREEN

Written by: Name of class teacher in charge of trip:	Signed:	Date:
Reviewed by: Name of Educational Visits Coordinator:	Signed:	Date:
Reviewed by: Name of Head Teacher:	Signed:	Date:

Class : Upper Transition. Leader : Mrs L Mehigan No. of Pupils: 20
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Risk rating outcomes:

Severity of occurrence	
Fatality / £500,000+	5
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Minor / £1,000+	2
Insignificant / £100+	1

Likelihood of occurrence	
Almost certain	5
Very likely	4
Possible	3
Unlikely	2
Rare	1

1 – 5	No additional controls required, monitor the activity/location to ensure that the safety control measures are maintained				
6 – 10	Monitoring is required to ensure that the safety control measures are maintained. Consideration may be given to any further control measures that are cost effective or no additional cost burden.				
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RISK RATING	Likelihood				
Severity of occurrence	5	4	3	2	1
5	25	20	15	10	5
4	20	16	12	8	4
3	15	12	9	6	3
2	10	8	6	4	2
1	5	4	3	2	1

On-going Risk Assessment Notes whilst on trip:

Class: Upper Transition. Leader: Mrs L Mehigan No. of Pupils: 20
Location: Lyddling Farm Emergency Tel No : 01483 563160 (Rydes Hill) No. of Adults: 3
Date and Time: 29th June 2017 . Leave Rydeshill 8.45am. Return Rydeshill 3pm.

Evaluation of Trip:

Signed: Name: Date:
...../...../.....