



RISK ASSESSMENT POLICY AND GUIDANCE

Policy Reference No	H&S 005
Review Frequency	Annual
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Ratified by Board of Directors	March 2014

TOGETHER WE EMPOWER EXCELLENCE

INTRODUCTION

Legislation and good business practice requires that risk assessments be carried out to identify all possible sources of danger within a workplace and progressively reduce the risk to people, and property. Where significant risks are identified they must be controlled, and recorded.

This policy is part of and should be read in conjunction with the Learning Academy Partnership (South West), (hereinafter 'The Trust') Health and Safety Policy H&S 001. For Educational Trips & Visits please also read in conjunction with the Trust's H&S009 Educational Visits and Risk Assessment Policy. The aim of this policy is to ensure that staff working within The Trust are aware of the correct action to take and the process of suitable and sufficient assessment of risk in view to eliminate or reduce the risk to an acceptable/safe level prior to the activity taking place.

Risk assessments should be effective in that they identify sources of danger and prioritise methods to eliminate or reduce risk to the lowest practicable level. All controls, safe systems of work etc used to reduce the risk must become part of training for all personnel, and as such should be recorded on the individual's training record.

WHO SHOULD CARRY OUT RISK ASSESSMENTS

General Assessment

Every person carries out risk assessments as part of their day to day life! For instance, simply crossing the road involves assessing the level of risk of crossing at that place or at that time before making the decision to step into the road. This principle is taken into everything we do throughout the day and must be the basis for the planning of any activity undertaken.

The important element is to understand that if something could potentially lead to anyone or something becoming injured/damaged, then you have a duty to consider an alternative way of carrying out that task in a manner that poses less of a risk, and if there is no alternative then a Formal Risk Assessment must be arranged to be carried out as below.

Formal Risk Assessment

The Trust carry out five types of Formal Risk Assessments;

1. Generic/site risk assessments using the LAPRA01 form (See Appendix 3)
2. Fire Risk assessments using a specific Fire Assessment template
3. Specific 'trips and visits' risk assessments completed using the Evolve on line system.
4. Individual COVID related risk assessments for staff at greater risk of infection
5. Strategic level Academy/Trust risks using the Every compliance software

All of which are used to record significant levels of risk involved in an activity and the potential dangers that activity could have on a person or object. The task of carrying out risk assessments may be delegated to competent persons. However, the Head of Academy, Manager or leader needs to retain control of what risk assessments are being carried out through constant review and monitoring of their risk assessors performance. A competent person is deemed to be anyone who has the training, knowledge and experience to carry out the assessment and the ability to correctly record the findings.

Any actions put in place to reduce the risk must be correctly recorded with instruction/training provided to members of staff carrying out the activity.

WHEN SHOULD RISK ASSESSMENTS BE CARRIED OUT

Fire risk assessments are carried out on an annual basis for each Trust site.

Risk assessments should be carried out **prior** to starting a task or project and cover the implementation, use, cleaning, maintenance, disassembly or removal of equipment and structures. They should be reviewed if there are significant changes to the equipment, working environment, personnel, the introduction of new technology, if an accident happens, when it is believed the previous risk assessment is no longer valid or at least annually.

For educational events/visits etc please see the Trust's H&S009 Educational Visits and Risk Assessment Policy.

WHAT HAS TO BE ASSESSED

An effective risk assessment should consider but not be limited to the below sections. The workflow template in Appendix 1 and Guidance table Appendix 2 should be used as guidance when completing any risk assessment.

THE WORKPLACE

The actual environment in which you work, the conditions or situations and tasks carried out in the workplace that may affect the health and safety of people.

- Conditions - Temperature, noise, light, ventilation, maintenance of equipment and footpaths etc.
- Situations - Reversing vehicles, working at height or in confined spaces, dealing with violent people, working with new machines, equipment, or personnel.
- Tasks - Driving a vehicle, answering the telephone, or working with vulnerable people.

FIRE ARRANGEMENTS

For situations within a workplace where a fire risk may exist, the following should be considered;

- The means of escape - How people leave a building or office etc in case of fire, the distance of travel, whether the route is protected and the area to which people would safely go to.
- The means of raising the alarm - How the alarm is raised, e.g. by pushing a call button, shouting or by other means.
- The means of fighting a fire - The number and type of fire extinguishers, hoses or sprinkler systems in use.
- Emergency lighting - Whether there is sufficient light to ensure a safe route to the exits in case of a power failure etc.
- Maintenance of equipment - How and when the fire defence equipment is maintained in an effective condition in line with statutory requirements and best practice.
- Instruction, information and training of staff - Whether suitable and sufficient instruction, information and training are provided for all people in a workplace. (See also guidance on Fire Precautions.)

MANUAL HANDLING

The movement of loads using physical or human effort, including lifting, lowering, pushing, pulling or carrying of loads, and repetitive movements.

- Movement of loads - Anywhere where a load is moved manually.
- Lifting lowering etc - The type of action being carried out to move the load.
- Repetitive movements - Packing boxes, filling envelopes or using keyboards for

continuous periods.

CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH (COSHH)

Where people are exposed to any substance, which could injure them or cause ill health.

- Substance - Any solid, powder, liquid, vapour, fume, gas or dust.
- Exposure - Where people come into contact with a substance, and how it can injure them or cause ill health, through breathing it, swallowing it, absorbing it through the skin or touching it.

DISPLAY SCREEN EQUIPMENT (DSE)

The conditions and equipment where people work with DSE.

- Conditions - The lighting, space, layout, workstation, and method of working when using DSE.
- Equipment - The desk, computer, screen, seat and software being used. (See also guidance on DSE.) These risk assessments are carried out and managed in line with the Trust's DSE Policy IT003.

HEAD OF ACADEMY/MANAGERS/TEAM LEADERS - WHAT YOU NEED TO DO

Nominate Risk Assessors within your setting. Ensure people are competent and that they are given suitable resources to carry out their roles, i.e. training, time, advice and assistance where necessary. Monitor and review risk assessments and assess performance. Liaise with appointed safety representatives. If in doubt seek advice and guidance from the Estates & Services Manager.

RISK ASSESSORS - WHAT YOU NEED TO DO

Take part in a Risk Assessment course if not already trained, which will include a familiarisation session with each recording system and which to use for different examples. Carry out risk assessments in line with this policy and guidelines. Identify methods of removing or reducing risk factors. Present your findings to your manager or team leader. Provide suitable information, instruction, and training for people at work. If in doubt seek advice and guidance from your line manager or the Estates & Services Manager.

Log in details to be able to carry out risk assessments using the Evolve system can be issued by the Educational Visits Coordinator (EVC) at each site or via the Estates & Services Manager.

It is for the assessor to decide/determine which recording system to use when recording the assessment and should again refer to the Estates & Services Manager if unsure.

Keep a record of review dates for completed risk assessments and re-assess when due or earlier if required.

Be prepared to carry out a re-assessment if situations or circumstances change significantly.

LIST OF APPENDICES

Appendix 1 – Workflow Template

Appendix 2 – Guidance Table

Appendix 3 – Trust Risk Assessment Template (LAPRA01)

DETAILS OF AMENDMENTS:

May 2016

1. Policy amended to LAP
2. Guidance list amended to coincide with the new LAP Risk Assessment Form (LAPRA01)

February 2018

1. Addition of general assessment paragraph
2. Addition of appendices
3. General wording updated

Autumn 2018

1. Reviewed with no amendments - next review to be Autumn 2019

Spring 2019

Added information regarding fire risk assessments

Autumn 2020

1. Updated Formal Risk assessment section to include individual Covid assessments.
2. Updated to include Strategic level risks using Every compliance software

Appendix 1 – Workflow Template

This simplified workflow should be used as a prompt alongside the guidance table to accurately score the identified risk to be recorded in the Risk Assessment form.

1. Identify the hazards associated with the task

Using knowledge of the task in hand and the area of work identify hazards (things with the potential to cause harm) which are evident and have not previously been eliminated or adequately controlled.

2. Identify the people and/or equipment at risk

Using your knowledge of people and the working area identify those who are likely to be present and any property which could be damaged should and incident or accident occur.

3. Likelihood of Occurrence (L)

Using the guidance provided and best judgement of the task etc evaluate the likelihood of occurrence and record.

4. Severity of Risk (S)

Using the guidance provided and knowledge of the factors involved estimate the severity of risk.

5. Risk Rating (R)

This is the overall rating of the risk which is the score of L multiplied by the score of S ($L \times S = R$)

See guidance for further information. The higher the Risk rating, the more robust the control measures must be.

6. Existing and Possible Control measures

In the space provided list the controls currently in use, as well as identifying any possible actions that would reduce the overall Risk Rating. These controls must be reasonably practicable.

7. Re-Evaluate the Likelihood and Severity

Identify and record the controls necessary to reduce the risk to the lowest practicable level, if in doubt seek advice from the Estates & Services Manager.

8. Further Action Required

Identify any further actions required to either eliminate, or reduce the risk, this can include things such as training or guidance.

9. Priority

Identify the priority of the work to be carried out remember the higher the risk factor, the higher the priority.

10. Completion Date

State the date the action(s) are to be carried out by.

11. Action by Whom

State who is going to carry out the action(s) remember to pass them a copy of the risk assessment or advise them that they need to carry out the work required.

12. Action Checked By

When required action has been taken the Line Manager should sign the appropriate column.

13. Re-Assessment Due

State the date when the risk assessment needs to be re-evaluated, remember the higher the risk factor the more often that reviews should take place. Risk assessments must be re-evaluated at least annually or before if required to ensure that the controls remain effective.

The information is produced as a guide and does not replace effective training and task knowledge. If you have any doubts or require advice or support in carrying out risk assessments contact the Estates & Services Manager on 01626 248800.

Appendix 2 – Guidance Table

		Consequences			Likelihood				
		People	Assets	Reputation	Certain	Very Likely	Likely	Possible	Unlikely
Severity		Death	Severe Damage	Severe Impact	5	20	15	10	5
		Major Injury	Major Damage	Major Impact	4	16	12	8	4
		Reportable Injury (Over 3 days lost)	Moderate Damage	Moderate Impact	3	12	9	6	3
		Lost Time Injury (< 3 days lost)	Slight Damage	Slight Impact	2	8	6	4	2
		Minor Injury (No lost time)	No Damage	No Impact	1	4	3	2	1
		Score	Priority	Action					
1 to 4	Low	Low risk identified – Control measure to be adopted and monitored							
5 to 10	Medium	Medium risk identified – Ensure that the risk assessment is reviewed, further controls may be necessary							
12 to 25	High	High risk identified – Re-evaluate risk assessment and develop/determine greater controls							

Appendix 3 – Trust Risk Assessment Template (LAPRA01)

Health and Safety - General Risk Assessment									
School:		Area/Department:		Ref No:					
Risk Assessor:		Signature:		Date: 28th November 2016					
Summary description of area and tasks to be undertaken									
<p><i>Responsibility for completing risk assessments is the function and responsibility of Line Management, however this task may be delegated to a competent person or persons (The Assessor should be competent in their knowledge of the activity, process and trained in risk assessment techniques)</i></p> <p>Persons at Risk = A: Employee/Agency B: Pupil C: New/Expectant Mother D: Contractor/Maintenance E: Member of the Public F: Others in the Vicinity</p>									
Ref	Identify Identified Hazard and Associated Risk	Threat at Risk	Evaluate			Re-Evaluate			Review/Action/Owner
			L	S	R	L	S	R	
									Further Action
Signed Line Manager:				Date: 11th February 2018					