

Risk Assessment Policy



North Road Academy, North Road Centre For Exceptional Children & North Road Nursery

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- **Statement of intent**

At **North Road Academy, North Road Nursery, and North Road Centre for Exceptional Children**, we are committed to providing a safe and healthy working environment that inspires and supports academic achievement. This policy sets out the procedures the school will follow in order to identify and manage the health and safety of staff members, pupils and visitors who may be affected by the school's activities.

The purpose of a risk assessment is to enable the school to determine what measures should be taken to comply with the duties under the relevant statutory provisions.

This policy will be adhered to by all staff members and the board of directors at all times.

The Centre for Exceptional Children may have additional and individual risk assessments specifically aimed at maintaining a safe environment for their individual learning to take place. The Centre may also undergo its own risk assessments for classroom resources and additional activities that include children and staff within and outside of the classroom.

1. Legal framework

• This policy has due regard to statutory legislation and guidance including, but not limited to, the following:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Counter-Terrorism and Security Act 2015
- Education Act 2002
- The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)
- DfE (2018) 'Health and safety: responsibilities and duties for schools'
- DfE (2025) 'Keeping children safe in education (2025)'

This policy has been developed in accordance with, and will be implemented alongside, the following school policies and documents:

- Health and Safety Policy
- Child Protection and Safeguarding Policy
- Fire Safety Policy
- Educational Visits and School Trips Policy
- Fire Safety Risk Assessment
- Code of Conduct and Volunteer Policy
- Risk Assessment Review Tracker
- Records Management Policy
- Anti-Bullying Policy
- Whistleblowing Policy
- Behavioural Policy

2. Definitions

For the purpose of this policy:

- **Risk assessment** is defined as a careful examination of what, in the school, could cause harm to people, so that the school can determine whether the necessary precautions are in place or whether more should be done to prevent harm.
- **Hazard** is defined as anything that may cause harm, such as chemicals, electricity, working from ladders, an open drawer, etc.
- **Risk** is defined as the chance, low to high, that someone could be harmed by a hazard, together with an indication of how serious the harm could be.
- **Dynamic risk assessment** is defined as an assessment that takes into account unexpected or short, temporary changes that require immediate amendments to be made to control measures.

- **Generic risk assessment** is defined as an individual assessment covering the common, significant hazards that staff and others face on a daily basis, such as low-risk activities or repeated activities that can be documented in another way.
- **Suitable and sufficient risk** is defined as an assessment that is proportionate to the risk and ensures that all relevant hazards are addressed, complies with statutory requirements, ensures all groups who are affected are considered, takes account of existing control measures and identifies further measures as necessary.

3. Roles and responsibilities

The board of directors is responsible for:

- The overall responsibility of risk management at the school.
- Overseeing the management of risk and health and safety to the headteacher and health and safety officer..
- Delegating strategic decisions for operational management of risk and health and safety to the headteacher and health and safety officer.
- Recording and reporting incidents involving:
 - Injuries and ill health of employees.
 - Injuries involving pupils and other people not employed by the school.
 - Dangerous occurrences.

The headteacher is responsible for:

- Ensuring potential hazards are identified and risk assessments are carried out as appropriate.
- Ensuring day-to-day risks are managed effectively, including health and safety matters.
- Ensuring that any individual tasked to carry out a risk assessment is suitably trained to do so.
- Allocating resources in response to risk assessments and determining a course of action, if it has been identified that a risk cannot be suitably controlled so far as is reasonably practicable.
- Implementing frameworks for decision-making and corporate strategies which consider risk assessment principles.
- Implementing appropriate mechanisms to communicate safe systems of work identified as part of the risk assessment process.
- Communicating elements of risk and health and safety management to the health and safety officer.
- Developing a Health and Safety Policy, that should be subject to reviews based on thorough risk assessment to reflect on and reduce occurrences of newly established risks.
- Recording any significant findings from risk assessments.

Staff members are responsible for:

- Taking reasonable care of their own safety, as well as that of pupils, visitors and other staff members.
- Being aware of any established risks and understanding the measures the school has put in place to manage these.
- Undertaking their work in accordance with training and instructions.
- Cooperating with the school on health and safety matters.
- Carrying out assigned risk assessments effectively, ensuring all risks are identified as well as suitable control measures.
- Reporting any risks or defects to the headteacher in order to create new, or update, risk assessments.
- Participating in risk management training delivered by the school.

4. Health and safety

In accordance with the school's Health and Safety Policy and requirements under The Management of Health and Safety at Work Regulations 1999, the school will assess the risks to the health and safety of staff, pupils and others affected by the school's activities.

The school will ensure that a common-sense and proportionate approach is applied to risk assessment management – the school understands that a separate written risk assessment is not required for every activity.

The headteacher will be responsible for ensuring potential hazards are identified and risk assessments are completed for all areas of risk in the school.

Risk assessments of high-risk areas, e.g. laboratories, will be conducted termly.

Risk assessments will be conducted annually for all other areas of the school.

The headteacher will ensure that any individual assigned to carry out a risk assessment understands the risks and is familiar with the planned activity that is undergoing an assessment.

The headteacher will ensure risk assessments for educational visits are completed by staff leading the visit in question.

Where an activity of higher risk takes place more than once, but infrequently, e.g. annually, a review of an existing risk assessment will take place, rather than a newly written risk assessment.

Where a new activity is taking place that requires a specific risk assessment, a new specific risk assessment of significant risks will be conducted prior to the activity taking place.

Where an activity is a regular part of school operations, e.g. pupils visit the masjid on the school grounds for daily prayer, the school will not conduct separate risk

assessments for each visit – termly checks will be conducted to ensure the precautions implemented remain suitable and any changes will be made as necessary.

All of the school's risk assessments will be updated in line with section 15 ('Step 5 – review') of this policy.

Risk assessments will identify all defects and potential risks along with necessary solutions or control measures.

The school has developed and will maintain a number of different risk assessments, which include the following:

- Training of staff in health and safety, including risk assessment
- Consultation arrangements with employees
- Recording and reporting accidents to staff, pupils and visitors – including those reportable under RIDDOR
- Procedures for off-site visits, including residential visits and any school-led adventure activities
- Responding to health and safety emergencies, including procedures and contacts
- First aid and supporting those with medical needs
- Occupational health services and managing work-related stress
- Workplace safety for teachers, pupils and visitors
- School security
- Violence to staff
- Manual handling
- Slips and trips
- On-site vehicle movements
- Management of asbestos
- COSHH
- Working at height
- Selecting and managing contractors
- Maintaining plant and equipment, such as electrical equipment, local exhaust ventilation, pressure systems, gas appliances, lifting equipment and glazing safety
- Fire safety, including test of alarms and evacuation procedures

NB. The above are also covered in the school's Health and Safety Policy.

5. Safeguarding

In accordance with 'Keeping children safe in education' (KCSIE), the school recognises its specific safeguarding duties with regards to risk assessments.

The headteacher will undertake a risk assessment when deciding whether to obtain an enhanced DBS certificate for any volunteer not engaging in regulated activity. The following will be considered:

- The nature of the volunteer's work with pupils
- What the school knows about the volunteer, including formal or informal information provided by staff, parents and other volunteers
- Whether the volunteer has other employment or undertakes voluntary activities where referees can advise on suitability
- Whether the role is eligible for an enhanced DBS check

All details of the risk assessment conducted in line with the above point will be recorded.

Where there is a possible suspension of a staff member, the school will conduct a risk assessment to determine their decision.

Where there has been a report of sexual violence, the DSL will undertake an immediate risk assessment. If there has been a report of sexual harassment, the need for a risk assessment will be considered on a case-by-case basis by the DSL.

In line with the above point, risk assessments pertaining to sexual violence and sexual harassment will address the following:

- The victim – particularly their protection and support
- The alleged perpetrator
- All other pupils (and adult students or staff if appropriate) at the school, especially any actions required to protect them

The risk assessment conducted under the above provisions will be recorded and kept under review by the DSL.

Any risk assessments conducted by other professional authorities, e.g. social services, following an incident in line with 5 will be used by the DSL to inform the school's risk assessment. The school's risk assessment will not act as a replacement to risk assessments conducted by other professional authorities.

Where a pupil is convicted or receives a caution for a sexual offence, the DSL will update the relevant risk assessment to ensure relevant protections are in place for all pupils at the school and consider any suitable action in light of the school's Behavioural Policy.

The DSL will engage with children's social care services and specialist services as required. In cases of reports of sexual violence, it is likely that professional risk assessments by social workers or sexual violence specialists will be required. Any such assessments will be used to inform the school's approach to supporting and protecting pupils and updating risk assessments.

The school will not wait for the outcome of investigations by children's social care services or the police before taking steps to protect the victim, alleged perpetrator and other pupils, as outlined within risk assessments.

As required by section 26 of the Counter-Terrorism and Security Act 2015, the school will conduct a risk assessment to determine the appropriateness of any filters and monitoring systems needed to address the risk of pupils being drawn into terrorism.

When conducting pre-appointment checks on staff who have lived or worked outside the UK, the school will consider conducting a risk assessment to inform the decision-making process, where necessary, e.g. where the school cannot obtain all suitable evidence as is detailed in the school's Child Protection and Safeguarding Policy.

6. School security and emergency preparation

The school will maintain up-to-date plans that detail how the school will manage and respond to risks related to school security.

The school will also maintain up-to-date procedures for controlling access and barring individuals from the premises. All paid staff have an assigned fob to enter and exit the school building from the main entrance. Where a staff member loses their fob they must inform the headteacher who will temporarily bar the fob until it is found. Staff should use the visitors book to sign in and out of the building till they find their existing fob or where this is not possible, a replacement fob is assigned. Where a staff member leaves the school, they must return their fob back to the headteacher.

The school will consider emergency procedures including:

- Serious injury to a pupil or staff member, e.g. a transport accident.
- Significant damage to school property, e.g. a fire.
- Criminal activity, e.g. a bomb threat. - please refer to the schools lockdown procedure for further details.
- Severe weather, e.g. flooding.
- Public health incidents, e.g. a flu pandemic.
- The effects of a disaster in the local community.

7. Assessing pupils' welfare

Where any of the following criteria are met, the school will conduct a risk assessment regarding pupils' welfare by following steps 1-5 identified in [10.2](#):

A pupil with a clinical tendency towards behavioural, social and emotional difficulties, e.g. a pupil with an autistic spectrum disorder

- A pupil with a historical tendency towards behavioural, social or emotional difficulties
- A pupil either returning to the school after a fixed-term exclusion or joining from another school after a permanent exclusion

- A pupil with either a clinical tendency or historical tendency towards behavioural, social or emotional difficulties who is participating in any off-site educational visits

All risk assessments regarding pupils' welfare will take into account previous behaviour, and outline specific measures, including both punitive sanctions and pastoral support, to ensure the risk of behaviour being repeated is minimised and managed.

Care will be taken to ensure that pupils with SEND are not excluded from school activities as a result of behavioural difficulties, unless it is sufficiently severe as to directly interfere with the education of other pupils.

Any assessment of risks to pupils' welfare will be drawn up in conjunction with the school's behaviour management officer and the SENCO as necessary.

The school will refer to [Appendix C](#) when making risk assessment decisions about pupils' welfare or pastoral needs.

8. Areas of risk

The school identifies key areas of school management that present risks to the school community – these include, but are not limited to, the following:

- Safeguarding
- Pupil welfare
- Health and safety
- Security
- Fire safety
- Critical incidents
- School trips
- Lessons and activities
- Boarding
- Pupils with onerous demands
- Staff recruitment

Specific risk assessments by industry professionals with relevant professional qualifications and knowledge are also conducted under the following categories:

- Asbestos
- Legionella
- Gas safety
- Electrical safety
- Fire safety

9. Risk ratings

The school adopts the following risk ratings to determine the impact and severity of different hazards:

Likelihood	Impact			
	1 – Minor	2 – Moderate	3 – Major	4 – Catastrophic
1 – Rare	2	3	4	5
2 – Unlikely	3	4	5	6
3 – Possible	4	5	6	7
4 – Likely	5	6	7	8

9.1. In line with the above point, the school has identified the following risk actions depending on the determined risk rating:

Degree of risk	Risk treatment
Low	• Acceptable level of risk. • Risks should be monitored and reassessed at appropriate intervals. • No further action or additional controls should be necessary.
Moderate	• Unacceptable level of risk. • Efforts should be made to reduce risk. • Establish more precisely the likelihood of harm as a basis for determining the need for improved control measures. • Resources may need to be allocated to reduce the risk. • Where the risk involves work in progress, immediate action should be taken.
High	• Unacceptable level of risk. • Immediate action must be taken to manage the risk. • Control measures must be put into place which significantly reduce the impact of the event or the likelihood of it occurring. • A significant number of control measures are required. • Resources will need to be allocated to reduce the risk.

When completing risk assessments, staff members will grade impact and likelihood using the above scale systems and respond appropriately in line with the above rating.

10. Principles of effective risk management and assessment

The school follows the following key principles of risk prevention:

- If possible, avoid a risk altogether
- Avoid introducing new hazards
- Evaluate unavoidable risks via a risk assessment
- Combat risks at the source
- Consult with those affected to adapt work to the requirements of the individual(s)
- Consult with the health and safety representative among staff, as selected by a recognised trade union, or otherwise by the staff, in line with the school's legal duty as an employer
- Take advantage of technological and technical progress where appropriate
- Implement risk prevention measures within policies
- Give priority to protection measures that safeguard the whole school
- Ensure that staff and pupils understand what they must do to minimise risk
- Develop a positive approach to health and safety within school

The school identifies a five-stage process to undertaking a risk assessment:

- Identify the hazards
- Decide who might be harmed and how
- Evaluate the risks
- Record the findings
- Review

Hazards that are already covered under other risk assessments will be ticked as 'checked' in the general risk assessment. There will then be no need to conduct a separate risk assessment unless the risk changes.

11. Step 1 – identify the hazards

When identifying hazards, staff members will:

- Walk around the area and assess what could reasonably be expected to cause harm – this could include anything related to the school premises or the delivery of its curriculum, whether on- or off-site.
- Consider potential risks from the perspective of other staff, visitors and pupils, including consulting these groups where necessary.
- Give priority focus to significant hazards that could result in serious harm or affect several people.

To identify hazards, staff members will have regard to the following:

- The environment, e.g. poor lighting or low/high temperature
- Slipping and tripping hazards, e.g. poorly maintained floors or stairs
- Fire, e.g. from flammable materials
- Chemicals and how they are used, and in what quantities, e.g. cleaning chemicals

- Moving parts of machinery, e.g. within faculty workshops
- On-site vehicle movements
- Asbestos on school premises
- Selection and management of contractors
- Work at height, e.g. scaffolding around buildings
- Ejection of materials, e.g. workshops and experiments
- Pressure systems, e.g. within laboratories
- Electricity, e.g. poor wiring, portable appliances, electrical experiments
- Dust, e.g. metal grinding and cement
- Fumes, e.g. welding and chemicals
- Manual handling
- Noise
- Building design and maintenance
- Biological hazards, e.g. gardening or contact with bodily fluids
- Management of work-related stress
- Behaviour management, e.g. kicking, hitting, verbal abuse, running away, vandalism, bullying or stealing
- Prior exclusion
- Inappropriate sexual behaviour (refer to [Appendix A](#) and [Appendix B](#))

12. **Step 2 – decide who might be harmed and how**

In addition to staff, those conducting a risk assessment will also consider individuals and groups who may not be in the workplace consistently.

Staff will have regard to the following groups of people:

- Staff members
- Operators
- Maintenance personnel
- Cleaners
- Contractors
- Parents
- Pupils
- Visitors

Staff will also have due regard to the following vulnerable groups:

- Staff and pupils with SEND
- Inexperienced staff
- Lone workers
- Pregnant workers
- Staff and pupils with mental health needs
- Pupils with safeguarding needs

13. **Step 3 – evaluate the risks**

Staff will evaluate the risks arising from the hazards and decide whether existing precautions are adequate, or more should be done in line with [section 9](#) of this policy.

For each significant hazard, staff will decide whether the residual risk is high, moderate or low.

Staff will consider whether industry standards are in place and whether all has been done that is reasonably practicable to keep the workplace safe.

Staff will ensure that managing additional hazards does not interfere with other control measures, such as fire safety.

Staff will ensure that the following are in place:

- Adequate information, instruction or training
- Adequate systems or procedures

When implementing control measures, staff will have due regard to whether the precautions:

- Meet the standards set by a legal requirement.
- Comply with the recognised industry standard.
- Represent good practice.
- Change existing precautions in place.

To reduce risks as far as reasonably practicable, staff will aim to eradicate the hazard completely, or control the risk significantly to ensure that harm can be deemed unlikely, or the likelihood of harm occurring is sufficiently minimised.

14. Step 4 – record the findings

Staff will ensure that significant hazards are recorded, as well as the control measures in place to mitigate those hazards, and the expected outcomes following the implementation of the control measures.

Up-to-date copies of risk assessments will be stored in the school office and online versions on the schools Google Drive, in line with the school's Records Management Policy.

Where a risk assessment includes personal details about an individual, e.g. personal health information, the school will ensure that the risk assessment maintains that individual's confidentiality, and will therefore only share the details of the assessment where necessary.

Staff will not be required to show how the assessment was carried out, provided that:

- A proper check was made.
- The assessment details who might be affected.
- All the obvious, significant hazards are considered, taking into account the number of people who could be involved.

- The precautions are reasonable and the remaining risks are low.

All findings will be reported to the headteacher.

Where the impact or likelihood of major risks cannot be minimised, the headteacher will decide whether the activity will still take place.

15. Step 5 – review

Any concerns from staff regarding the control measures implemented following a risk assessment will be discussed with line managers and trade union representatives in the first instance, in order to try and reach a collaborative solution. Concerns will be taken to HSE if further escalation is needed.

The school implements the following requirements for when risk assessments will be reviewed:

- When there are changes to an activity
- After a near-miss or accident
- When there are changes to the type of people involved in the activity
- When there are changes to good practice
- When there are changes to related legislation
- Annually, if for no other reason

Reviews of risk assessments will be dynamic, as necessary.

A new risk assessment will not be conducted unless there are significant changes relevant to the activity in question, such as more than one of the criteria outlined in 14.

Risk assessments developed for high-risk activities will be reviewed on a termly basis by the individual who created the risk assessment and the headteacher.

Risk assessments will be stored for the duration of the risk assessment, plus three years, in line with the school's Records Management Policy.

Staff members will use the [Risk Assessment Review Template](#) in the appendices of this policy.

16. Training

All staff members will receive annual training on basic risk management procedures and should consult the health and safety officer when required.

Staff members with a responsibility for creating and completing risk assessments will receive in-depth training on risk management on an annual basis, in addition to the basic risk management training offered.

All new staff members will receive training on risk management and will be required to familiarise themselves with this policy as part of their induction training.

Staff whose work involves a greater element of risk will have extra or specific training, including:

- Using industrial machinery.
- Managing asbestos.
- Having responsibility for the storage of, and accountability for, potentially hazardous materials in their buildings.

17. Monitoring and review

This policy will be reviewed on an annual basis by the headteacher and health and safety officer. Any changes made to this policy will be communicated to all relevant stakeholders.

The next scheduled review date for this policy is 30/03/2026.

- **Appendix A: Sexual behaviour checklist**

Secondary-aged pupils	Indicators		
	Healthy	Problematic	Harmful
Type of sexual behaviour	Normal sexual behaviour as detailed in our Relationships and Sex Education Policy .	Behaviour which indicates a need for monitoring and assessment.	Displaying entirely inappropriate adult activity, e.g. intercourse or oral sex (actual or simulated).
Context of behaviour	Behaviour is mutual and consent is given.	Behaviour appears to be peer influenced and an isolated incident.	Elements of threatening behaviour and coercion. Behaviour is secretive and planned. Previous concerns or convictions for sexual behaviour.
Response of perpetrator	Pupil is happy and comfortable. May be embarrassed if behaviour is discovered by adults.	Embarrassed and ashamed. Displays remorse.	Denies responsibility and blames the victim. Shows little concern about being caught. Shows pride in harmful behaviour.
Response of other party	Pupil is happy and comfortable. May be embarrassed if behaviour is discovered by adults.	Uncomfortable or irritated, but not fearful or anxious. Feels able to tell someone.	Uncomfortable, fearful and anxious. Avoids the perpetrator.
Relationship between the pupils	Behaviour is between two persons within the same peer group who would normally socialise together.	Factors suggest one pupil is more in control than others. Pupils would not normally socialise.	Clear power imbalances are displayed and/or there are clear differences in size, strength, etc.
Persistence of the behaviour	The behaviour is short-term, infrequent and the	Interest in sexual behaviour is higher than is considered healthy as detailed in	Pupil is obsessed with sexual thoughts and pornography. The focus on sexual

	pupil is interested in other things.	our Relationships and Sex Education Policy .	behaviour is imbalanced with other aspects of their life. The behaviour appears to be a way to cope with negative emotions.
Other behavioural problems	No other behavioural problems.	Pupil has poor sexual boundaries and displays difficulties coping with emotions.	Pupil has a diagnosis of depression or other significant mental health disorders. May have a history of cruelty to animals or a self-reported sexual interest in children. Long-standing history of severely problematic or challenging behaviours.
Background information known	No significant family history or indicated risk factors.	Parents show no concern for the victim and are angry.	Pupil has a pattern of discontinuity of care. There is a known background of high levels of trauma e.g. physical, emotional, sexual abuse, neglect, witnessing domestic violence.

- **Appendix B: Checklist of sexual behaviour in pupils with SEND**

Pupil with SEND	Indicators		
	Healthy	Problematic	Harmful
Type of sexual activity	Exploratory, age appropriate and mutual.	Inappropriate for their age or displays some adult knowledge or language.	Displaying entirely inappropriate adult activity, e.g. intercourse or oral sex (actual or simulated).
Context of behaviour	Light-hearted and spontaneous.	Behaviour is infrequent. Behaviour is self-directed. Behaviour is restricted to a specific setting.	Elements of threatening behaviour and coercion. Behaviour is secretive and planned. Previous concerns or convictions for sexual behaviour.
Perpetrator's response	Happy and freely engaging.	The pupil displays embarrassment and shame related to the behaviour. The pupil has some awareness of the consequences of their actions and displays concern for the victim.	The pupil attaches little meaning to the behaviour and rejects all concerns expressed.
Relationship between the pupils	Similar ages and abilities playing together. The behaviour is infrequent, and the pupil is interested in other things.	The pupil concerned is uncomfortable, but not fearful or anxious. Pupil usually associates with others three or more years younger. There is a clear power imbalance.	The pupil concerned is uncomfortable, fearful and anxious. Evidence of targeting on the basis of perceived vulnerability. Clear power differences in the relationship.
Persistence of the behaviour	The behaviour is short-term, infrequent and the pupil is interested in other things.	Responds to complaints by stopping or changing behaviour. Intervention has	Evidence of a high level of sexual compulsivity. Behaviours have persisted despite significant negative consequences.

		some impact, but behaviours may continue.	
Other behavioural problems	No other behavioural problems.	Pupil has a significant history of behavioural problems but has generally positive relationships with peers. Access to others is well supervised, the pupil is isolated in the community or has a very restricted lifestyle.	Concurrent diagnosis of significant mental health problems. Pattern of problematic sexual behaviours emerging in early childhood and continuing into adolescence. Viewed negatively in the community due to sexual behaviours. Long-standing history of severely problematic or challenging behaviours.
Background information known	No significant family history. The pupil has at least one positive friendship. The pupil has access to social and leisure pursuits. The pupil has access to appropriate relationships and sex education.	Family is concerned regarding the pupil's development. Family experiencing high levels of stress. Siblings have experienced sexual abuse.	Previous experience of abuse, sexual, physical, and emotional or neglect. Violence in the household. Members of the family, including siblings, have a history of sexual offending. Distorted sexual boundaries in the family. Discontinuity of care.
Pupil Understanding	Pupil has no concept of their behaviours. Responds to instructions to stop.	Pupil has some idea of what they are doing and some understanding that this is wrong.	Deliberate behaviours aimed at another person(s) with purpose and intent.

• **Appendix C: When to conduct a welfare/pastoral risk assessment**

Type of behaviour	Indicators	Outcomes and response
Healthy/acceptable sexual behaviours:	• Behaviour is mutual. • Behaviour is age-appropriate. • Behaviour is consensual. • Behaviour is exploratory. • There is no intent to cause harm. • The behaviour is fun. • There is no power differential and the participants are part of the same peer group. • There are no other behavioural problems. • There is no significant family history of high levels of trauma e.g. physical, emotional, sexual abuse, neglect, witnessing domestic violence. • The pupils have access to appropriate sex education and behaviour education.	Risk assessment is not necessary. The school will support perpetrator and victim via: • The school's Behavioural Policy (behaviour agreement plan if necessary). • Meet with parents to discuss next steps. • Develop a plan to address pupil's additional support needs.
Problematic sexual behaviours:	• Behaviour is not age-appropriate. • Behaviour is a one-off incident or low-intensity. • Behaviour is influenced by peers. • Behaviour is spontaneous. • Behaviour is self-directed; masturbation. • There are other balancing factors; no intent to cause harm, level of understanding, acceptance of responsibility. • Other pupils are irritated or uncomfortable but not scared; they feel free to tell someone. • The parents are angry and show no concern for victim and can be violently abusive. • The perpetrator is confused as to sexual development and or boundaries.	Risk assessment is necessary. In addition, support perpetrator and victim via targeted services such as: • Use of the DfE 'Keeping children safe in education' guidance document. • Consultation with LA child protection services.

Harmful sexual behaviours:	• Behaviour is not age-appropriate. • There are elements of planning, secrecy, force, coercion. • There are power differentials; size, age, status, strength. • The behaviour causes the following in others; fear, anxiety, discomfort. • The perpetrator blames others. • There are frequent incidents which are disproportionate to other aspects of their lives. • The perpetrator is not easily distracted and continues the compulsive behaviour despite intervention. • The perpetrator displays other difficult behaviours, conduct disorders, anger or poor peer relationships.	Risk assessment is necessary. In addition, the school will support the perpetrator and victim via safeguarding specialists such as: • Multi-agency input. • Referral to police/ children's safeguarding and specialist services. • Following outcome of the above, meet with parents and child to agree and implement revised approach.
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- **Appendix D: Identifying risks in the school**

Identified as a risk?	Yes	No
Toilets		
Is the location of the toilets a concern?		
Are they shared by more than one class?		
Are they unisex?		
When visiting the toilet, are pupils out-of-sight of school staff?		
Is it possible to manage use of the toilets better?		
Are staff allocated to monitor the toilets in an unobtrusive manner?		
Classrooms		
Can pupils and staff be seen at all times?		
Are there any unnecessary blind spots?		
Are there areas where pupils can be observed but continue to remain creative?		
Are you able to be flexible regarding the seating plan and layout of the classroom?		
Are there procedures in place for pupils and staff leaving the classroom?		
Have pupils been taught about personal safety?		
Hallways and walkways		
Are pupils supervised or able to be seen at all times (e.g. through windows)?		
Are there any cupboards or empty rooms which could be accessible to pupils?		
Outside areas		
Are pupils supervised or able to be seen at all times (e.g. through windows) from all areas of the outside area/playground?		
Do certain areas need to be designated as 'out of bounds' either for the time being or permanently?		
Are staffing levels adequate?		
Do staff engage pupils in structured play, rather than leaving them open to inappropriate play?		
Changing for PE and swimming (onsite and off)		
Does the PE changing area pose risks?		
Does the swimming changing area pose risks?		
Are staff able to supervise changing appropriately and according to the needs and age of the pupils concerned?		
Pupils		

Have all pupils been taught personal safety?		
Are all pupils aware of who to talk to if they have concerns?		
Do all pupils feel that they are listened to and are confident that appropriate action will be taken if necessary?		
Have pupils been taught about e-safety?		
If there have been safeguarding concerns, including notification of domestic violence, have pupils been appropriately supported within school?		
Staff		
Are all staff aware of who the DSL is?		
Are all staff aware of who to go to if the DSL is not available?		
Are all staff aware of the need to record concerns and pass them on to the DSL?		
Are all staff (including volunteers and governors) familiar with the contents of the Child Protection and Safeguarding Policy?		
Have all staff, teaching and non-teaching, received safeguarding training in the last year?		
Have staff received training in safer working practice and the protective ethos?		
Are all staff aware of, and feel confident in using, the Whistleblowing Policy?		
Have all staff signed to say that they have read and understood part one of Keeping Children Safe in Education?		
Is there an Anti-bullying Policy that effectively deals with bullying?		
Are school computers monitored to ensure that pupils and staff are following the school's E-Safety Policy?		

- **Appendix E: Risk assessment review template**

[illegible]

Appendix F: Assessing risks during the coronavirus (COVID-19) pandemic

- The school will maintain a live risk assessment detailing all the risks and actions in place related to the coronavirus (COVID-19) pandemic for as long as it is deemed necessary and required by the government.
- The school will maintain its risk assessment in line with all relevant government guidance public health advice, including, but not limited to, the guidance outlined in the DfE's 'Actions for schools during the coronavirus outbreak'.
- The school will recognise that it is unable to completely eliminate the risk of coronavirus, however, it will ensure the risk assessment thoroughly reflects the DfE's system of controls so that the risk is minimised as far as possible.
- The school's risk assessment will consider the following areas, as well as any other areas of risk the school deems necessary:
 - Awareness of policies and procedures
 - Minimising contact with potential or confirmed coronavirus cases
 - Face coverings
 - PPE
 - Hand cleansing and respiratory hygiene
 - Cleaning
 - Social distancing
 - Resources
 - Ventilation and heating
 - Fire safety
 - Opening after reduced occupancy
 - Rapid-result testing
 - NHS Test and Trace
 - Confirmed cases of coronavirus
 - Attendance
 - Protecting clinically vulnerable individuals
 - Workforce
 - Transport
 - Catering
 - Remote learning
 - Uniform
 - Educational visits
 - Extra-curricular activities and wraparound provision
 - Curriculum
 - Behaviour expectations
 - Wellbeing
 - Safeguarding
 - Contingency planning

- Communication

- Any changes to the risk assessment will be communicated to all relevant stakeholders as soon as possible.
- The school will ensure it meets its legal duty to consult staff on issues of health and safety in good time.
- The school will consider involving parents and pupils in discussions about the health and safety measures put in place as a result of the risk assessment, as appropriate.
- The school will consider publishing the results of the risk assessment on the school website to provide transparency for pupils and parents.
- The risk assessment will be monitored and reviewed by the headteacher in line with any changes to government guidance, and will otherwise be reviewed at least termly.
- This appendix will be monitored and reviewed by the headteacher in line with any changes to government guidance, and will otherwise be reviewed at least termly.
- This appendix is updated in line with the government updates.