



# DGPS Risk Assessment Policy and Procedures 23-24

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## **Motto**

Learning Together, Growing Together

## **Vision & Values**

At Dove Green, we are creating a world class British school that promotes a respectful, happy, caring and inclusive community. We strive to prepare all students to become lifelong learners and responsible citizens, ready to meet the challenges of the future. In partnership with families and the wider community, our goal is to create purposeful, enriched opportunities for students that inspire them to become leaders of their own learning and develop the knowledge, critical thinking skills, and character necessary to succeed in an ever-changing world. We are dedicated to providing stimulating learning experiences through an evolving, challenging curriculum, fully reflecting the culture of the UAE and the wider world.

## **DGPS Way**

At Dove Green Private School, we are:

**Determined learners**

**Global thinkers**

**Positive achievers**

**Striving for success**

## 1. Introduction and Objectives

- 1.1 The purpose of this policy is to enable Dove Green to meet its duty of care to students and staff (and others) by creating a culture of undertaking risk assessments to reduce the risks of all School business operations, as far as is reasonably practical. The aim is to protect the health, safety and wellbeing of students, staff, visitors and others affected by our operations.
- 1.2 This policy and associated procedures provides a framework for staff to follow in the completion of risk assessments. The Management of Health and Safety at Work Regulations dictate that the school has an absolute duty to carry out risk assessments and record significant findings in writing. Risk assessments must be 'suitable and sufficient'. The Independent School Regulatory requirements demand that the School ensures the welfare of students is safeguarded and promoted by the drawing up and effective implementation of a written risk assessment policy; and that appropriate action is taken to reduce risks identified.
- 1.3 The School must take a proactive approach to managing risk, and thereby reduce the likelihood that students and others will be harmed through negligence and lack of foresight or proper planning.

## 2. The purpose of risk assessment

- 2.1 Risk assessments focus on prevention, as opposed to reacting when things go wrong, it is therefore possible to prevent accidents and injuries that could ruin lives, damage reputations and cost money. Once a risk assessment has been completed the significant risks must be communicated to staff and others, to enable their co-operation and informed decisions. Such communication can be done verbally, or where appropriate more formally by providing a copy of the risk assessment and discussing the findings during a team or department meeting.
- 2.2 The range of risk assessments used across the school will create a risk profile; covering the nature and level of the risks faced, the likelihood of adverse effects occurring, associated costs and effectiveness of current controls. High level strategic business risks will be captured by the school Risk Register, owned and reviewed by the Operations Management Committee meeting every half term.

## 3. What is a risk assessment?

3.1 A risk assessment is a tool for conducting a formal examination of the hazards or potential harm to people, particularly in the School's case to staff and students that could result from a business activity or situation and to identify action needed to reduce the level of risk.

- A hazard is anything with the potential to cause harm e.g. chemicals, electricity, working from ladders.

- 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.
- 3.2 A risk assessment is the resulting assessment of the severity of the outcome (e.g. loss of life, destruction of property) and what action needs to be taken to reduce the risks as low as is reasonably practicable.
- 3.3 Risk control measures are the measures, actions, and procedures that are put in place in order to minimise the consequences of unfettered risk (e.g. substituting harmful chemicals, staff training, appropriate supervision, clear work procedures, preliminary visits, warning signs and barriers).
- 3.4 Risk assessments are used to identify the potential hazards to people from the School's activities, which will include (e.g. safeguarding related, site security, slipping, falling, poor health, equipment, sports, boarding, recreation), property (fire), strategic (reputation, loss of pupils, impact on development), financial (falling student rolls), compliance (data protection) and environmental (hazardous waste) risks.

#### 4. Responsibilities For Risk Assessments

##### 4.1 The School's responsibility

- It is the School's responsibility, through its management, to ensure risk assessments are completed and implemented. The work involved to meet this responsibility is delegated to key roles within the school; namely Heads of Departments or Managers, their direct line managers (e.g. Deputy Head (Academic) or Operations Manager) and the Health and Safety Manager. This responsibility includes recognition of the particular nature of the School and the associated risks e.g. security of students. The Health and Safety Manager maintains a log, monitors and evaluates risk assessments, and reports on risk assessment to SLT and governors.
- Dove Green will utilise risk assessments at all levels to manage risk, from the Risk Register to risk assessments for individuals.
- Dove Green will provide suitable and sufficient training for staff required to complete risk assessments to ensure staff have the knowledge and understanding to fulfil this responsibility and undertake effective risk assessments, as a minimum all teaching staff will undertake online training in risk assessment. Key staff in support departments with a responsibility for completing risk assessments will also undertake the online training or obtain the required knowledge and skills via other training methods.

##### 4.2 Heads of Teaching and Support Departments

- Heads of Departments or Managers should ensure that risks within their areas of responsibility or arising out of the work of their department are identified, and, so far as is reasonably practicable, removed or adequately reduced and controlled. Risk assessments will enable suitable controls, helping establish safe systems of work and H&S training needs of staff.

- Assisted by the Health and Safety Manager risk assessments are the responsibility of Heads of Departments ( e.g. PE and science), however, responsibilities for specific assessments are as follows:

#### ACTIVITY

Trips and Visits

Maintenance Activities

Grounds Maintenance

Cleaning & Room/Venue set ups Building Work Activities External Lets

Fire Risk Assessment

Individual student RAs where necessary (Students of Determination)

Pregnancy Risk Assessment

Individual Classrooms Swimming Pool & Sports Complex

Playing Fields/Pitches/Courts Machinery/Equipment Events

D and T, science, Art

House Activities

#### RISK ASSESSMENT RESPONSIBILITY

Trip leader (overseen by Inclusion Champion and Operations Manager)

Domestic Services Manager

Hirer/Function & Events Manager

Health & Safety Manager/ Head of Maintenance

Head of Department/Line Manager/ Health & Safety Manager

Head of Department/Teacher

Director of Sport /Head of Grounds

- Heads of Department or Managers should ensure that risk assessments are stored on the shared area for ease of access and reference. Heads of Department or Managers should ensure department risk assessments are reviewed regularly, after an incident/accident or at least on an annual basis.

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#### 4.3 Responsibilities of all staff

- All staff are responsible for taking reasonable care of their own safety, together with that of students and visitors. They are responsible for cooperating with the health and safety policy and arrangements (including risk assessments) and members of the SLT in order to enable the Governors to comply with their health and safety duties.
- All staff are expected to participate in the completion of risk assessments when requested to do, follow safety related instructions and safe systems of work identified in risk assessments. Finally, all members of staff are responsible for reporting any risks/defects or concerns to their line manager, in order assist with reducing risks.

#### 5. General Arrangements

- 5.1 Each department is responsible for ensuring risk assessments are in place for all work activities, the Health and Safety Manager will work with all departments to provide advice and support.

- 5.2 Risk assessments should consider the following general hazards/situations:
  - Safeguarding of students
  - Supervision arrangements
  - Manual handling
  - Working at height
  - Slips and trips
  - Lone working
  - Substances hazardous to health (COSHH)
  - Noise
  - Preventing unauthorised access to high risk areas
  - New and expectant mothers.
- 5.3 Risk assessments should be undertaken using the school risk assessment template to enable a consistent judgement of risk and easy identification of the high priority risks.
- 5.4 Completed risk assessment should be made available on the shared drive in the 'Whole Staff' area and the Health and Safety Manager notified.
- 5.5 A variety of generic risk assessments have been created covering some of the above generic risks,(available on the MS Teams). However generic risk assessments should be treated with caution, whilst these can be a useful starting point for departments, assessments need to be specific to the actual situation and it is important that we are able to operate all the control measures listed.
- 5.6 A number of site wide risk assessments have been completed and are available, with associated procedures, from the Estates Department and/or Health and Safety manager, these include:
  - Fire
  - Traffic onsite ( Traffic Management Risk assessment)

## 6. Dynamic Risk Assessment

- 6.1 Although many risk assessments have been completed, it is possible that some tasks still need assessing or reassessing, therefore if any member of staff has a role which they think has uncontrolled risks, they must inform their line manager or the Health and Safety Manager.
- 6.2 Levels of risk can change from day to day, and tasks that have been assess and suitably controlled may have a higher level of risk on some occasions (e.g. due to weather conditions or poor housekeeping), and it is essential that every member of staff takes a moment to assessment risk from every job before they start it. This is known as a 'dynamic risk assessment' and is simply taking moment to think before acting. It's the same principle as looking both ways before crossing the road – you have to do it every time before you cross the road. Staff must still take the time to assess the risks before undertaking a task, even if there is an up-to-date risk assessment.
- 6.3 Staff must never undertake a task where they have identified a risk that means they cannot do the task safely at that point in time, or that creates uncontrolled risk to others, especially students at the school.

## 7. Training

- 7.1 All new members of staff are given an induction in to the School's arrangements for risk assessments and health and safety. Specialist training is given to those whose work requires it.
- 7.2 All staff responsible for completing risk assessments will be provided with training to provide them with the knowledge and understanding of the risk assessment process and the skills required to undertake a suitable and sufficient risk assessment.
- 7.3 Dove Green provides professional training courses for both teachers and technicians who work in Science, Art and Design and Technology ( Senior School). All teaching staff and technicians receive regular induction and refresher training in risk assessments tailored to their specific areas.
- 7.4 Line Managers and Heads of Departments are responsible for ensuring their staff are briefed on risks specific to their department and the control measures to be used to protect the health and safety of students and staff.
- 7.5 Risk assessments should be used to identify further staff training needs to enable them to work safely.

## 8. Educational Areas

8.1 There are number of higher risk students focused activities which take place at Dove Green, each of which requires risk assessment:

- safeguarding, child protection, and Prevent
- outdoor adventurous training and overnight trips
- science experiments
- design and technology equipment and tasks
- each sport and PE activity
- art activities and equipment (including the clay and print studios)
- music activities (including minimising the risk of hearing loss to staff)
- drama activities and sets (including the set build and break down, back stage, stage/performance, props room and lighting box)
- 8.2 Schemes of work and lesson plans for the above educational areas should include details of the hazards and risks associated with the activity, to ensure students are aware of the risks involved and general health and safety arrangements.

8.4 Those organising outdoor education activities, and those leading trips, are responsible for the completion of detailed risk assessments, with support from the Educational Visits Co-ordinator (EVC), the School's professional Trips Health and Safety Adviser, and the Health and Safety Manager. H and S governor reviews.

## 9. Classroom and Office Risks

- 9.1 In recognition of the limited risks involved in classroom teaching, the School will use a Health and Safety Checklist (from the Dubai Code) for classrooms, such as English, History and Geography classes. The Health and Safety checklist will be provided to teachers

annually, each teacher should complete the checklist and return it to the Health and Safety Manager. All responses will be collated and an action plan created with risk levels and priorities identified, this plan will be given to the Maintenance department to implement the necessary remedial measures.

- 9.2 All teaching subjects will be asked to complete the H&S checklist to assist with providing a safe environment for teaching and learning to take place.
- 9.3 Office staff will also be requested to complete a simple health and safety checklist, although these are low risk work environments it's important to ensure safe access/egress, suitable lighting and ventilation for example.

## 10. Educational Visits

- 10.1 Dove Green has a separate policy for educational trip involving students, this is overseen by the Assistant Principal and who also supports the role of Educational Visits Co-ordinator (EVC), by approving all trips. For full details please see the "Educational Visits Policy" which covers routine trips, major trips and arrangements for dealing with external organisations. The following is drawn from this policy:
- 10.2 Routine Trips: On induction to the Dove Green staff, all teachers are briefed on the "Do's and Don'ts" and "Actions On" regarding routine school trips, such as away matches and theatre trips. Every teacher reads and signs a copy of a generic risk assessment devised for this purpose. The originals are stored by the EVC and copies retained by teachers for reference. This standard risk assessment document covers key aspects of supervision and responses to incidents. A copy is displayed on the school's shared drive and intranet.
- 10.3 Major Trips: Overseas trips, overnight trips, trips involving adventure training and any trip involving swimming in open water or boating must have specific risk assessments completed and submitted to the EVC for approval and storage. The EVC must also ensure the correct licences are in place for adventures activities. Before a major trip departs, key information, together with the trip Risk Assessment, must be deposited with the EVC. This information will be stored on the school's MS Teams drive, accessible to staff who may need to access it.

## 11. Access by students to risky areas

11.1 Risk assessments of all areas of the school reinforce the policy of ensuring that our students do not have unsupervised access to potentially hazardous areas, such as cleaners' cupboards or boiler rooms in boarding houses, the swimming pool, the Science Laboratories, the Design Technology areas. Doors to these areas are kept locked when not in use. Students are only allowed access if risks are suitably controlled or accompanied by a member of staff.

- 11.2 Students do not have access to the operational areas of the school, such as Grounds, Maintenance, and Catering. These areas are clearly signed.
- 11.3 A campus wide risk assessment captures the above risks and others such as transport arrangements. The purpose of this campus wide risk assessment is to consider generic campus related risks which are unlikely to be picked up by teaching and support departments activity/operational risk assessments, in order to protect the safety and health of all those



using the Haileybury campus. The Health and Safety Committee reviews the campus wide risk assessment, using the Dubai Code document and checklist.

## 12. Student Welfare and Supervision

12.1 When completing risk assessments, staff, particularly teaching staff should ensure safeguarding risks to students are considered and documented. One of the controls used to protect students will be adequate competent supervision. Staff ratios and availability play a key part of ensuring appropriate supervision of students.

## 13. Requirements for contractors engaged on behalf of Dove Green.

- 13.1 Contractors are responsible for undertaking their own risk assessment, in order to protect the health and safety of their staff, Dove Green students and staff (and others). The contractor “owns” the risk involved with their work activities. However, Dove Green has an obligation to ensure competent contractors are used, sufficient time for planning is allowed and risk assessment forms part of the planning and work processes.
- 13.2 If a contractor is employed to undertake work on behalf of Dove Green the person engaging the contractor (operations manager) must ensure suitable and sufficient risk assessments are in place to cover the work, prior to work starting. The contracting manager will need to review and discuss the contractor’s risk assessments and provide supervision of the contractor to ensure risk assessments are being adhered to.

## 14. Events at Dove Green

14.1 Planning for events at Dove Green will also involve risk assessments at different levels depending on the scale of the event. The event organiser should use the Event Planning Toolkit to plan the event, this include a basic risk assessment for smaller events and a more detailed risk assessment and dedicated support from the Health and Safety Manager for large scale events.

## 15. First Aid risk assessment

- 15.1 The Health and Safety Manager has undertaken a risk assessment to establish the level of first aid provision required. This risk assessment concludes that 3 qualified first aiders were required, in addition specific first aid skills would be required for outdoor adventure activities.
- 15.2 Staff responsible for organising first aid provision for sports activities and fixtures (home and away) should ensure there is an appropriate risk assessment in place to establish the levels of provision required and the types of first aid kits required.

## 16. New and Expectant Mothers

- 16.1 New or expectant mother, means an employee who is pregnant; who has given birth within the previous six months; or who is breastfeeding. Dove Green should take account of women of child-bearing age when carrying out all risk assessments and identify the preventive and protective measures that are required.
- 16.2 Heads of Departments or Managers should ensure that departmental risk assessments adequately cover risks to new and expectant mothers. If this has not be covered or is felt to be insufficient a specific risk assessment should be completed by the



line manager, using the template provided in the Expectant and Nursing Mothers at Work Policy, available on the shared drive on MS Teams.

- 16.3 Where the risk assessment identifies risks to new and expectant mothers and these risks cannot be avoided by the preventive and protective measures taken, Dove Green will need to do one of the following:
  - a. Alter her working conditions or hours of work if it is reasonable to do so and would avoid the risks or, if
  - b. these conditions cannot be met.
  - c. Identify and offer her suitable alternative work that is available

See Risk assessment

## 17. Monitoring and Review of Risk Assessments

17.1 All risk assessments should be regularly reviewed:

- If there is significant change in the circumstances, e.g. new equipment/ways of working
- After an accident or incident
- If the original assessment is no longer valid, e.g. change in legislation or changes in technology/science.
- In all other cases regularly (annually)

17.2 Risk assessments should also be reviewed and recorded, when major structural work is planned, if work practices change or in the event of an accident. As each department (teaching and support), review and develop their risk assessments it will be possible to maintain a "library" of risk assessments on our shared drive for staff to refer to and adapt for their own use.

20.3 The Health and Safety Manager will carry out a health and safety review of all departments with a focus on risk assessments, to ensure they are kept up to date, reviewed at least annually and of a quality to be deemed 'suitable and sufficient'. Such reviews will take place annually but may be more frequent if there are significant improvements required. H and S Governor takes part in review.

20.4 The Health and Safety Manager will periodically provide an overview of school wide risk assessments, focussing on high level risks, to the Health and Safety Committee for review, to action is taken where necessary through planned improvements to reduce risk.

## Appendix 1 - How to Conduct A Risk Assessment

Appendix 1 contains a template document and guidance on how to undertake a risk assessment. The template is based on the Dove Green's Five Steps to risk assessment.

A risk assessment should be carried out by anyone who is trained and competent to do so; someone who understands the circumstances, the potential harm and the deviations.

To do a risk assessment, consider what, in the activities, might cause harm to people and decide whether you are doing enough to prevent that harm. Once you have decided that, you need to identify and prioritise putting in place, appropriate and sensible control measures.

It's crucial that the risk assessment contents, particularly the control measures actually reflect activities and arrangements that are in place. If a control measure is identified as being required in the recorded risk assessment this must be implemented. Staff involved in the activities/operations should be consulted and involved with the risk assessment process and the results must be effectively communicated to staff and students. The written document should help with communicating and managing the risks.

When completing a risk assessment the focus should be on significant risks associated with the activity.

Risks should be reduced to the lowest reasonably practicable level by taking preventative measures, in order of priority. This is what is meant by a hierarchy of control. The list below sets out the order to follow when planning to reduce identified risks. Consider the headings in the order shown, do not simply jump to the easiest control measure to implement.

1. Elimination - Redesign the job or substitute a substance so that the hazard is removed or eliminated.
2. Substitution - Replace the material or process with a less hazardous one.
3. Engineering controls - for example use work equipment or other measures to prevent falls where you cannot avoid working at height, install or use additional machinery to control risks from dust or fume or separate the hazard from operators by methods such as enclosing or guarding dangerous items of machinery/equipment. Give priority to measures which protect collectively over individual measures.
4. Administrative Controls - These are all about identifying and implementing the procedures you need to work safely. For example: reducing the time workers are exposed to hazards (eg by job rotation); prohibiting use of mobile phones in hazardous areas; increasing safety signage, and performing risk assessments.
5. Personal protective clothes and equipment - Only after all the previous measures have been tried and found ineffective in controlling risks to a reasonably practicable level, must personal protective equipment (PPE) be used. For example, where you cannot eliminate the risk of a fall, use work equipment or other measures to minimise the distance and consequences of a fall (should one occur). If chosen, PPE should be selected and fitted by the person who uses it. Workers must be trained in the function and limitation of each item of PPE.

**Signed:**



**Print Name:** Christopher Seeley

**Designation:** Principal DGPS

**Date:** September 2023

**Next Review:** September 2024

### Dove Green Private School Risk Assessment:

**Hazard** - this is the potential danger that is always there, eg cliffs, deep water or fast moving traffic.

**Risk** - this is the chance of the hazard affecting your party.- Risk Rating to yourself, students & others.- Low Medium High.

**Probability** - this is an estimate of the likelihood of this risk hurting your group

**Safety Measures**- what do you need to do so that the risk is kept within a low level of probability?

**Area/Activity:**

**Date:**

**Person in charge:**

<b>Significant hazards and harm which may occur</b>	<b>Who might be harmed?</b>	<b>Safety measures:</b> <i>Measures that are in place and/or will be taken to reduce the risk to a tolerable level</i>	<b>Risk Level</b> <i>L/M/H</i>
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Signed\_\_\_\_\_

Date\_\_\_\_\_

