



RISK ASSESSMENT POLICY

2026-2027

OWNERSHIP:	Everything Education School
AUTHORISED BY:	M Hussain (Headteacher)
EFFECTIVE FROM:	1/9/2026
REVIEW:	1/9/2027

Everything Education School

1234-1238 Coventry Road, Yardley, Birmingham B25 8BZ

1.0 PURPOSE AND PRINCIPLES

Everything Education School uses risk assessment to identify hazards, evaluate foreseeable risks and put sensible, proportionate controls in place. Risk assessment supports safe education without creating unnecessary barriers to learning, inclusion or appropriate activities.

2.0 LEGAL AND POLICY FRAMEWORK

This policy is informed by the Health and Safety at Work etc. Act 1974, the Management of Health and Safety at Work Regulations 1999, the Education (Independent School Standards) Regulations 2014, the Equality Act 2010 and relevant health and safety legislation and guidance. It should be read alongside the Health and Safety, Safeguarding and Child Protection, SEND, Behaviour, First Aid, Medical Needs, Trips and Visits, Transport and emergency policies.

3.0 RESPONSIBILITIES

The proprietor retains overall oversight. The Headteacher ensures suitable assessments are completed, reviewed and acted upon. Staff must follow identified controls, report hazards or changes promptly and contribute relevant information. Specialist advice will be obtained where the risk requires competence beyond that available in school.

4.0 WHEN RISK ASSESSMENTS ARE REQUIRED

- premises, classrooms, equipment and routine school activities;
- fire, emergency, security and site-specific risks;
- educational visits, PE, transport and off-site activities;
- individual pupil needs where behaviour, SEND, medical, safeguarding or vulnerability creates a foreseeable risk;
- hazardous substances, manual handling, lone working or other specific workplace risks;
- new activities, significant changes, incidents, near misses or emerging hazards.

5.0 RISK ASSESSMENT PROCESS

Assessments will identify the hazard, who may be harmed and how, existing controls, any further action required, the responsible person and a review date. Controls should follow a sensible hierarchy: remove the hazard where practicable, reduce exposure, introduce safe systems or supervision, provide information/training and use protective equipment where appropriate.

Risk ratings may be used to prioritise action, but professional judgement and the seriousness of potential harm remain important. A risk assessment is not complete until necessary actions have been implemented or appropriately escalated.

6.0 PUPIL-SPECIFIC RISK ASSESSMENT

Where an individual assessment is required, it will be child-centred and proportionate. It may consider known triggers, communication, mobility, medical needs, behaviour, absconding risk, transport, supervision, environmental factors and agreed de-escalation or emergency arrangements. The school will consider EHCP information and reasonable adjustments and will avoid using risk assessment to exclude a pupil from opportunities where risks can be managed safely.

7.0 RECORDING, COMMUNICATION AND CONFIDENTIALITY

Significant findings will be recorded. Relevant controls must be communicated to staff and others who need to know. Personal or sensitive information will be shared only where necessary for safety, safeguarding or lawful operational purposes and handled in accordance with the school's data-protection arrangements.

8.0 REVIEW

Risk assessments will be reviewed at suitable intervals and sooner following a significant incident, near miss, change in pupil need, activity, staffing, premises, equipment, legislation or other evidence that existing controls may no longer be effective. Actions will be tracked to completion.

9.0 RELATED RECORDS AND ASSURANCE

The school will maintain appropriate evidence such as risk assessments, inspections, accident and near-miss records, fire and emergency records, training records and action plans. Significant risks and unresolved actions will be escalated to the Headteacher and proprietor.

APPENDIX 1 - RISK ASSESSMENT CHECKLIST

- Define the activity, area or person being assessed.
- Identify hazards and who may be harmed.
- Record existing controls and assess remaining risk.
- Specify further controls, responsible person and target date.
- Communicate controls to relevant people.
- Confirm actions are completed.
- Set a review date and review sooner if circumstances change.

VERSION CONTROL

Version	Effective date	Review date	Authorised by
2026-2027	1/9/2026	1/9/2027	M Hussain (Headteacher)