

THE LION WORKS SCHOOL POLICY



Risk Assessment Policy

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Context

The Lion Works School is an Independent special school. We are part of an ethical and progressive organisation that believes it can achieve real change for children, young people and their families.

The Lion Works School is situated within the BCP local authority. We offer an academic and vocational specialist learning provision across KS3, KS4 and Post 16 aiming to reduce barriers to enable successful learning experiences and outcomes. There are a variety of routes a student can take, which include GCSEs, BTECs and other accredited qualifications whilst building confidence, improving wellbeing, enabling self-regulation and increasing attendance. Our school is full of life and has a wealth of resources to spark interest and ignite that passion to achieve, equipping our students for everyday life and the opportunities that await them.

We adhere to the values of **ARC**:

Ambition

Resilience

Community

The Lion Works School operates within the SPELL framework. SPELL is The National Autistic Society's framework for understanding and responding to the needs of children and adults on the autism spectrum. It focuses on five principles that have been identified as vital elements of best practice in autism and emphasises ways to change the environment and our approaches to meet the specific needs of each person.

SPELL stands for Structure, Positive approaches and expectations, Empathy, Low arousal, Links:

Structure	Structure makes the world a more predictable, accessible and safer place. We can support people on the autism spectrum in creating structured environments using visual information.
Positive (approaches and expectations)	We must seek to establish and reinforce self-confidence and self-esteem by building on natural strengths, interest and abilities.
Empathy	We must try to see the world from the standpoint of the autistic child or adult, knowing what it is that motivates or interests them but importantly what may also frighten, preoccupy or otherwise distress them.
Low arousal	Approaches and the environment need to be calm and ordered in such a way so as to reduce anxiety and aid concentration.
Links	Autistic people, their parents or advocates should be seen as partners. Open links and communication will reduce the risk of misunderstanding, confusion or the adoption of fragmented, piecemeal approaches.

Aims

The school aims to ensure that:

- All risks that may cause injury or harm to staff, pupils and visitors are identified, and all control measures that are reasonably practicable are in place to avoid injury or harm
- Risk assessments are conducted and reviewed on a regular basis
- There is a clear process for understanding responsibility and liability relating to risks

Legislation and Guidance

This policy is based on the following legislation and Department for Education (DfE) guidance:

- Regulations 3 and 16 of [The Management of Health and Safety at Work Regulations 1999](#) require employers to assess risks to the health and safety of their employees, including new and expectant mothers
- Paragraph 16 of part 3 of [The Education \(Independent School Standards\) Regulations 2014](#), which requires proprietors to have a written risk assessment policy
- Regulation 4 of [The Control of Asbestos Regulations 2012](#) requires employers carry out an asbestos risk assessment
- Employers must assess the risk to workers from substances hazardous to health under regulation 6 of [The Control of Substances Hazardous to Health Regulations 2002](#)
- Under regulation 2 of [The Health and Safety \(Display Screen Equipment\) Regulations 1992](#), employers must assess the health and safety risks that display screen equipment pose to staff
- Regulation 9 of [The Regulatory Reform \(Fire Safety\) Order 2005](#) says fire risks must be assessed
- Regulation 4 of [The Manual Handling Operations Regulations 1992](#) requires employers to conduct a risk assessment for manual handling operations
- [The Work at Height Regulations 2005](#) say employers must conduct a risk assessment to help them identify the measures needed to ensure that work at height is carried out safely
- [DfE guidance on first aid in schools](#) says schools must carry out a risk assessment to determine what first aid provision is needed
- [DfE guidance on the Prevent duty](#) states schools are expected to assess the risk of pupils being drawn into terrorism
- DfE guidance on [health and safety: responsibilities and duties for schools](#) says schools must identify the measures needed to reduce the risks from public health incidents, including COVID-19, so far as is reasonably practicable

A table of all the risk assessments schools are required to have in place can be found in appendix 1 of this policy.

Definitions

Risk assessment	A tool for examining the hazards linked to a particular activity or situation, and establishing whether enough precautions have been taken in order to prevent harm from them based on their likelihood and their potential to cause harm
Hazard	Something with the potential to cause harm to people, such as chemicals or working from height
Risk	The chance (high or low) that people could be harmed by hazards, together with an indication of how serious the harm could be
Control measure	Action taken to prevent people being harmed

Roles and Responsibilities

The Proprietary Organization

The Proprietary Organisation has ultimate responsibility for health and safety matters in the school but will delegate day-to-day responsibility to the Headteacher. The Organisation has a duty to take reasonable steps to ensure that staff and pupils are not exposed to risks to their health and safety. This applies to activities on or off the school premises. The proprietary company, as the employer, also has a duty to:

- Assess the risks to staff and others affected by school activities in order to identify and introduce the health and safety measures necessary to manage the risks
- Inform employees about risks and the measures in place to manage them

The Headteacher

The Headteacher, or in the Headteacher's absence the Deputy Headteacher, is responsible for ensuring that all risk assessments are completed and reviewed.

School Staff

School staff are responsible for:

- Assisting with, and participating in, risk assessment processes, as required
- Familiarising themselves with risk assessments
- Implementing control measures identified in risk assessments
- Alerting the headteacher to any risks they find that need assessing

Pupils and Parents

Pupils and parents are responsible for following the school's advice in relation to risks, on-site and off-site, and for reporting any hazards to a member of staff.

Contractors

Contractors are expected to provide evidence that they have adequately risk assessed all their planned work.

Risk Assessment Process

When assessing risks in the school, we will follow the process outlined below. We will also involve staff, where appropriate, to ensure that all possible hazards have been identified and to discuss control measures, following a risk assessment.

Step 1: identify hazards – we will consider activities, processes and substances within the school and establish what associated hazards could injure or harm the health of staff, pupils and visitors.

Step 2: decide who may be harmed and how – for each hazard, we will establish who might be harmed, listing groups rather than individuals. We will bear in mind that some people will have special requirements, for instance pupils with special educational needs and disabilities (SEND) and expectant mothers. We will then establish how these groups might be harmed.

Step 3: evaluate the risks and decide on control measures (reviewing existing ones as well) – we will establish the level of risk posed by each hazard and review existing control measures. We will balance the level of risk against the measures needed to control the risks and do everything that is reasonably practicable to protect people from harm.

Step 4: record significant findings – the findings from steps 1 to 3 will be written up and recorded in order to produce the risk assessment. A risk assessment template can be found in appendix 2 of this policy.

Step 5: review the assessment and update, as needed – we will review our risk assessments, as needed, and the following questions will be asked when doing so:

- Have there been any significant changes?
- Are there improvements that still need to be made?
- Have staff or pupils spotted a problem?
- Have we learnt anything from accidents or near misses?
-

Step 6: retaining risk assessments – risk assessments are retained for 3 years after the length of time they apply. Risk assessments are securely disposed of.

Monitoring Arrangements

Risk assessments are written by the Proprietary Organisation and the Headteacher as needed and reviewed by the School Board as well as Headteacher and Senior Leadership Team as appropriate. Appendix 3 identifies the responsibilities and process for writing, monitoring and approving Risk Assessments. This policy will be reviewed every year by the Headteacher, but may be reviewed and updated more frequently, if necessary. At every review, the policy will be shared with and approved by the CEO with support and guidance from the School Board.

Links with other Policies

This Policy and Accessibility Plan is linked to the following policies and documents:

- First Aid Policy
- Health and Safety Policy

The following table lists the risk assessments that schools are required to have in place:

Statutory or mandatory risk assessment	✓	Completed by	Date of review
Workers under the age of 18	✓	Not applicable	N/A
Asbestos	✓	Danguard Asbestos Surveys	01.04.2026
Substances hazardous to health	✓	Justine Collinson	23.09.25
Display screen equipment	✓	Justine Collinson	20.09.25
Fire	✓	K4A Fire & Safety	04.09.26
First aid	✓	Justine Collinson	23.09.2025
Manual handling	✓	Justine Collinson	23.09.2025
Working at height	✓	Justine Collinson	23.09.2025
Prevent	✓	Justine Collinson	23.09.2025
Swimming pools (if applicable)	x	Not applicable	N/A
Public health incidents, including COVID-19	✓	Justine Collinson	23.09.25

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Appendix 2 - Risk Assessment Template

Author		Date		Location			
Date this RA goes live		Approved by		Signed by		Date	
RA title/activity							
Context <i>Why do we need this RA and does it replace or work alongside any others</i>							
<p><u>Notes</u> Severity and risk are measured from 1-5. 1= very low severity/very low likelihood 2 = low severity/low likelihood 3= moderate severity/moderate likelihood 4 = severe risk/probable likelihood 5 = very severe risk/likely outcome.</p>							
What is the risk?	Severity of risk	Likelihood of risk	Who is at risk?	Measures to reduce risk	By whom?	Severity of risk after measures	Likelihood of risk after measures

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Appendix 3 - Responsibilities and Processes for Writing and Review of Risk Assessments

Proprietary Body

Corporate responsibility for safe operation of the school
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Produces and maintains 'standing risk assessments' covering the safe 'typical' operation of the school. Compliance with these is judged through auditing processes and external consultancy. The Headteacher is responsible for ensuring day to day compliance with the 'standing risk assessments'.

Day to day school activities

Specific additional risk identified at school level

Teacher or SLT creates an individual risk assessment on the approved template

Headteacher approves risk assessment and deems risk to have been mitigated and activity/event safe to take place

Updated as required