



RISK ASSESSMENTS - WHAT ARE THEY AND WHY ARE THEY IMPORTANT?

Regulation 3 (1) of the Management of Health and Safety at Work Regulations 1999 state that “Every employer shall make a suitable and sufficient assessment of the risks to the health and safety of his employees to which they are exposed whilst they are at work; and the risks to the health and safety of persons not in his employment arising out of or in connection with the conduct by him of his undertaking”

- Risk Assessments are key to ensuring you are protected at work and must be completed by your employer. By completing risk assessments, your employer is demonstrating they have considered all risks and that all necessary actions have been taken to ensure that everything reasonably practicable has been done to minimise risk.
- Every role within the school should have be risk assessed, along with all tasks and movements around the school environment. Additional risk assessments should be carried out for pupils, especially addressing any challenging behaviours as if there is any risk of spitting or coughing, PPE will be required.
- Risk assessments of individual roles should look at interactions and movements around the school and assess them for risk, look at ways to minimise and mitigate risk and put in place any control measures. For example, the risk assessment of a TA may cover the pupils and work involved in one to one and small group working. **Pupils with behavioural issues, may change the level of risk** for a member of staff and different control measures and PPE could be required. Further, if someone is **being required to work across different bubbles** this should also be included as part of the risk assessment.
- Risk assessments have to- **1)** Decide who might be harmed and how **2)** Evaluate the risks and decide on precautions **3)** Record findings and implement them **4)** Review assessment and update if necessary.

The schools risk assessments should be comprehensive and identify all risks, before and after control measures have been put in place.

- **Individual risk assessments** look at the person specific issues such as BAME background, gender, age, physical or mental health conditions, other caring responsibilities or vulnerable members of the household.
- Individual risk assessments should be conducted jointly so that it is a “done with” rather than “done to” process.

If you have not seen the risk assessment for your school or role then you must ask to see it. If an individual risk assessment for your role hasn’t been completed, then this needs to happen as a priority. Risk assessments are key in protecting you at work because if they are not completed properly or shared then risks may not be identified and therefore not addressed.

