



Risk Assessment (including Access to Risky Areas) Policy

This policy, which applies to the whole school including Boarding and the Early Years is publicly available on the school website and upon request a copy, (which can be made available in large print or other accessible format if required), may be obtained from the school Office.

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Agreed by:

Head of School	Chair of the Board
Bryan Nixon	David King
11 November 2024	11 November 2024

1. Introduction and Purpose

TASIS England is committed to safeguarding and promoting the welfare of students and expects all staff and volunteers to share this commitment. It is our aim that all students fulfil their potential. Under the Independent School Standards, the National Minimum Standards for Boarding Schools (2022) and the Management of Health & Safety at Work Regulations all of which are currently in-force. The school is required to manage the level of risk in all of its activities and provide a policy that describes the school’s approach to managing that risk. Staff and managers should manage and reduce risk to reasonable levels by identifying what the basic level of risk is and, if necessary, put in place controls to reduce risk.

1.1. All staff should be alert to changing circumstances and should take appropriate actions to reduce the risk or stop or modify an activity if the level of risk seems inappropriate. The results of a risk assessment and subsequent control measures should be communicated to the staff, students and visitors concerned. Relevant risk assessments and any action taken in response to risk assessments will be monitored regularly by the Head of School or a relevant senior member of staff if the Head of School is in absentia. Risk assessments and action taken in response to risk assessments relating to boarding students or the boarding provision, as well any as that significantly impact any student, will be raised and discussed at Senior Leadership Team (SLT) meetings.

2. Purpose

The purpose of this policy is:

- to actively promote the wellbeing of all students, staff and volunteers at TASIS England;
- to ensure that all employees of the school are aware of and follow the school’s approach to student wellbeing; and
- to implement a framework for the assessment of risk(s) to the wellbeing of all who are at TASIS England.

2.1. The highest priority is to ensure that all operations within the school environment, educational, pastoral, safeguarding and boarding are delivered in a safe manner that complies with legislation, the regulatory requirements, and best practice. It is acknowledged that risks are inherent in day-to-day life, and they need to be identified along with the adoption of systems and controls to mitigate them.

2.2. All who work, volunteer or supply services to our school have an equal responsibility to understand and implement this policy and its procedures both within and outside of normal school hours, including activities away from school. It applies to all staff (teaching, boarding and support staff), the Board of Directors, those who supply services to the school, visitors and volunteers working in the school.

3. Monitoring and Review

This policy is subject to continuous monitoring, refinement and audit by the Executive Director of Finance and Operations/Bursar, who will seek to identify trends and understand issues of concern and to take steps to improve systems to manage these. The Board of Directors will undertake a full annual review of this policy and procedures, inclusive of its implementation and the efficiency with which the related duties have been discharged. This discussion will be formally documented in writing. Any deficiencies or weaknesses recognised in arrangements or procedures will be remedied immediately and without delay. All staff will be informed of the updated/reviewed policy which will be made available to them in either a hard copy or electronically. In addition, the Director of Inclusion, Wellbeing and Compliance and Lead Nurses will review half-termly the procedures for the management of specific medical conditions and responding to specific types of medical incidents, in line with National Health Service Guidelines.

This policy will next be reviewed no later than November 2025 or earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements, or best practice guidelines so require

4. Legal Status

- Regulatory Requirements, Part 3 Welfare, Health and Safety of Pupils and Part 5 Premises and Accommodation of the Education (Independent School Standards) (England) (Amendment) Regulations (ISSRs), currently in force.
- Keeping Children Safe in Education (DfE: September 2024).
- Prepared with regard to Health and Safety at Work Act 1974 and associated amendments and regulations including any relevant supporting documents including: The Management of Health and Safety at Work Regulations 1999, The Management of Health and Safety at Work (Amendment) Regulations 2006 and The Regulatory Reform (Fire Safety) Order 2005, and subsequent amendment of 2023, including any further amendments and supporting documents.
- Prepared with regard to the Equality Act 2010, Race Relations Amendment Act 2000, Sex Discrimination (Amendment of Legislation) Regulations 2008, the Children Act 1989 and 2004 and Special Educational Needs and Disability Act 2001.
- Health and Safety: Department of Education (DFE) [Health and Safety: responsibilities and duties for schools 2022](#) and the Health and Safety Executive (HSE)
- The school has regard to Government recommended guidance and advice re: *Learning outside the Classroom (LOtC) - National Guidance* from the Outdoor Education Advisers' Panel (OEAP) on school trips and offsite activities.

5. Safeguarding

Safeguarding and child protection is the golden thread which is at the heart of the school. The school's policies and training for all faculty and staff form the core of our safeguarding and child protection risk management. Safer recruitment policies and procedures reduce the exposure of the school to the risk of employing faculty and staff who are barred from working with children or are not allowed in the UK.

6. Whole School Risk Assessment - Controlling and Preventing Infection

We have in place a Risk Assessment in relation to preventing and controlling infections, which takes into consideration prevailing government and DfE guidance and is regularly reviewed to ensure it is appropriate and responsive to changes as they arise. We recognise that there are increased risks associated with such infections, including staff shortages that may impact on the management of Health and Safety at the school, including supervision, fire precautions, first aid and maintenance. We have high-level contingency plans in place, with a clear chain of command to re-distribute responsibilities, if necessary.

7. Risk Assessment

A risk assessment is a careful examination of what could cause harm to people in a specific environment or when undertaking a certain activity, so that identified hazards can be countered with precautions and/or actions to prevent harm. The Board of Directors is legally required to assess the risks relating to:

- the living and study place of students and employees;
- the workplace.

7.1. Risk Assessment: All risk assessments are reviewed and updated regularly and also when major structural work is planned or in the event of an accident or a near miss. There is a separate Health and

Safety Policy, which should be read in conjunction with this policy. Copies of the policy are available to all new members of faculty and staff, along with their employment contract.

7.2. The school's risk assessment process covers both adults and children and includes:

- checking for hazards and risks both indoors and outside and in all activities and procedures;
- deciding which areas need attention and developing mitigating actions, which specify the action required; and
- the timescales for action and any funding required.

7.3. Lists of health and safety issues are checked:

- monthly and annually when a full assessment is carried out of which risk assessments need updating.



7.4. Risk assessments focus on prevention rather than reacting to situations as they occur. Risk assessments should be reviewed and updated regularly. A central Risk Assessment Repository is maintained by the school, which contains risk assessments undertaken and maintained by staff members across the school who control specific areas. The Estates Manager is the Health and Safety Officer and, along with the Operations Manager, are the contact officers for risk assessments. In assessing the risks in the workplace, the Board of Directors will require the Health and Safety Officer and Operations Manager to:

- look for the hazards, decide who might be harmed and how;
- decide whether the existing precautions are adequate or whether more should be done;

- record the findings, review the assessment and if necessary, revise it; and
- ensure others are undertaking risk assessments for their area.

7.5. Regular and systematic inspections and risk assessments of all potential hazardous substances and work activities will be made by, or under the authority of, the Estates Manager, who will take into account all the relevant regulations and codes of practice. Specialist advice will be obtained if necessary and the risk assessment will be reviewed periodically. The significant findings will be recorded and appropriate preventative and/or protective measures taken as necessary. The Board of Directors has established a Health and Safety Committee, which meets at least three times per academic year. It reviews key high-risk areas, risk assessment processes and discusses new and emerging risks for consideration and assessment by management. Specific risk assessments for which specialists are engaged by the Estates Manager include:

- fire safety,
- asbestos,
- legionella,
- gas safety,
- electrical safety and
- boarding provision.

8. Definitions

- A **hazard** is something with the potential to cause harm.
- A **risk** is an evaluation of the probability of the hazard occurring.
- A **risk assessment** is the resulting assessment of the probability and impact to assess the severity of the outcome.
- **Risk control measures** are the controls and procedures put in place to minimise the consequences of uncontrolled risk (e.g., staff training, fire alarms and clear work procedures).

9. Looking for Hazards

Faculty and Staff can look for hazards by:

- consultation and conducting inspections of the workplace and/or analysing jobs;
- adopting a 'what if' approach, noting all legislation and regulations as they apply to the workplace;
- noting manufacturers' instructions, accident records, ill health records, etc., can help to identify hazards;
- observing the work environment; and
- liaising with colleagues using the same space.

10. Advice to All Staff

Staff should only identify hazards which could reasonably be expected to result in harm under the conditions of use of the space or activity in question. The following examples can be used as a guide:

- slipping / tripping hazards (e.g., poorly maintained floors or stairs);
- fire (e.g., from flammable materials);
- chemicals (cleaning fluids etc.);
- moving parts of machinery;
- working at height;
- pressure systems (e.g., gas systems and bottles);
- electricity (e.g., poor wiring);
- dust and fumes (e.g., welding, building work);
- manual handling;

- noise;
- poor lighting;
- low temperature; or
- high temperature.

11. Is Risk Adequately Controlled?

Faculty and staff should consider whether precautions have been taken against the risks from the hazards listed? For example, is/are there:

- adequate information, instruction, or training?
- adequate systems or procedures?

And do the precautions:

- meet the standards set by a legal requirement?
- comply with a recognised industry standard?
- ensure good practice?
- reduce risk as far as reasonably practicable?

If so, then the risks are likely to be adequately controlled, but the precautions in place should be indicated. These may refer to procedures, manuals, school rules, etc. If the risk is not adequately controlled, a risk assessment should be compiled.

12. Who Might be Harmed?

When preparing a risk assessment there is no need to list individuals by name, just groups conducting similar activities, or why they may be affected, e.g.:

- teachers, classroom assistants, office staff, maintenance staff, contractors
- people sharing the space, cleaners, parents/guardians/carers

We pay particular attention to people with disabilities, young children, older people who may have mobility issues, visitors, inexperienced staff and lone workers.

13. Recording the Findings

Significant hazards, assessments and conclusions must be recorded, and staff and students should be informed of the findings that impact upon them where relevant. Relevant to their area, the Head of School, the Executive Director of Finance and Operations/ Bursar, Estates Manager, Operations Manager and Heads of Sections and departments should be able to show that:

- all the obvious significant hazards have been addressed;
- the precautions are reasonable;
- the remaining risk is low.

13.1 Staff must ensure that records are kept for future reference. Regulators may request them or in the case of any legal action they may be required. Risk assessments should be recorded in a way that describes:

- an identifying description of the area being assessed;
- the date undertaken;
- the review date;
- the person undertaking the assessment;

- the agreement by a line manager;
- a description of the hazard(s);
- the level of risk;
- who might be harmed and how;
- actions taken to lower risk, by whom and when; and
- confirmation that the level of risk has been reduced.

13.2 Non-sensitive completed risk assessments should be uploaded to the relevant folder of the *Risk Assessment Repository* held on the TASIS England internal shared drive (Google at this time). The purpose of the *Risk Assessment Repository* is to provide a single place where risk assessments are stored and where members of faculty and staff can access examples of completed risk assessments and guidance documents to assist in their completion.

14. Activities requiring Risk Assessments

There are numerous spaces used by and activities undertaken by the school, each of which requires its own risk assessment. These include:

- Student activities
- Work based activities
- Boarding houses
- Common areas
- Some classrooms (science labs, art rooms etc.)
- Dining
- Events
- Food preparation and cooking
- Medical
- Playgrounds and breaktimes/recess (Lower/Middle School)
- Recruitment
- Trips and off-site activities
- Security
- Sports
- Staff accommodation (off and on site)
- Risky areas (kilns etc.)
- Learning outside the classroom (LOtC)

15. Medical and First Aid

The Health and Wellbeing Center has risk assessments for first aid and all other medical related treatments and procedures. These are stored separately in the Health and Wellbeing Center. The accident forms are maintained centrally via the online system. There are established procedures to be followed in the case of a medical emergency.

16. Student Access to Areas of Higher Risk

Aim: The aim of this section (Student Access to Areas of Higher Risk) is to state the school's procedures for managing, controlling or denying unauthorised access by students to potentially dangerous or riskier areas of TASIS England buildings and grounds. Rather than having a formal procedure for each and every identified area of risk within the TASIS England campus (and, therefore, student access) for the most part the flow of students around campus and off-campus is based on common sense and trust. However, it is acknowledged that there are times when a formal proactive or reactive instruction is required in the form of a risk assessment or another relevant instructive tool.

16.1 Introduction

The Board of Directors, the Head of School, Senior Leadership Team, faculty and staff of TASIS England are fully committed to ensuring the health, safety, welfare and wellbeing of all students and employees at the school. On a large and complex site such as this, there will inevitably be areas within the buildings or grounds that are considered to present risks to the safety of students who may accidentally or deliberately stray into them.

16.2 Procedures

The school makes every effort to ensure that all potentially dangerous areas are, wherever possible, made secure by fencing, locking, access control, signage or otherwise physically preventing access to them. Areas temporarily out of bounds are, where possible, fenced or cordoned off and appropriate warning notices are placed to describe the danger. Areas of the school grounds away from the main buildings are illuminated where there is likely to be foot traffic from dusk to dawn and efforts are made to recognise whether lighting levels elsewhere around the school grounds are suitable. Any damage to out-buildings and garages that would allow easy access must be reported and repaired as soon as possible.

16.3 It is imperative that no tools, sharps, equipment or machinery are left unsupervised or in an inappropriate area on the site that students can access. Where anything is found to be a danger, it must be reported immediately to the Estates Manager and action taken to remove the risk, secure it, or declare the area out of bounds.

16.4 It is the responsibility of the member of faculty/staff in charge of any activity to explain to the students what guidance/rules they must follow to ensure both their safety and the safety of others. Once the activity is finished it is the responsibility of that member of faculty/staff to account for the whereabouts of all the students involved and to secure the area, if appropriate. Students are advised by boarding staff and advisors of the dangers of entering riskier areas of the school. They are made aware that to enter such an area deliberately is regarded as a very serious disciplinary offence that will be dealt with in an appropriate manner.

16.5 TASIS England is protected by CCTV. Security guards patrol the school campus throughout the day and in the evening to make sure it is secure. All main school buildings and boarding houses have access-controlled doors that can be accessed by staff and students throughout the school day. Access control is timed to exclude students during the school day except at lunch times.

16.6 Students only have access to buildings that they need to access to undertake their daily business. The school ensures that students do not have unsupervised access to potentially dangerous areas, such as the science laboratories and the innovation and design rooms, Gym, Sports Hall etc. Doors to these areas are kept locked at all times when not in use. All flammables and laboratory chemicals are kept securely locked in appropriate storage facilities. Students are not allowed to use gymnastic, athletic or climbing equipment without supervision.

16.7 Younger children at TASIS England are strictly supervised and are not allowed unsupervised access to the campus.

17 Specific Areas of Higher Risk

	Site	Date	Review date	RA held?
a	The Lake, Thorpe Place	August 13 2024	August 2025	Risk Repository 2024-25
b	Lower School Outdoor Play (Playground)	August 27 2024	August 2025	Risk Repository 2024-25

c	Crossing Point	August 09 2024	August 2025	Risk Repository 2024-25
d	Maintenance Workshop	July 24 2024	August 2025	Risk Repository 2024-25
e	Storage Sheds	July 30 2024	August 2025	Risk Repository 2024-25
f	General – Trees	July 30 2024	August 2025	Risk Repository 2024-25
g	General – Walkways	July 30 2024	August 2025	Risk Repository 2024-25
h	General – School Boundary	August 12 2024	August 2025	Risk Repository 2024-25
i	School Vehicles	July 30 2024	August 2025	Risk Repository 2024-25
j	Car Parks and Traffic Management	August 09 2024	August 2025	Risk Repository 2024-25
K	Roof Access	August 12 2024	August 2025	Risk Repository 2024-25
l	Plant Rooms	July 29 2024	August 2025	Risk Repository 2024-25
m	Outside events (BBQs)	August 12 2024	August 2025	Risk Repository 2024-25
n	Lower School Tree House	August 27 2024	August 2025	Risk Repository 2024-25
o	Using the Kilns	August 15 2024	August 2025	Risk Repository 2024-25
p	Theatre Workshop	August 15 2024	August 2025	Risk Repository 2024-25
q	Use of Theatre	August 21 2024	August 2025	Risk Repository 2024-25
r	Public Access	August 12 2024	August 2025	Risk Repository 2024-25
s	LS Visits to South Campus	August 27 2024	August 2025	Risk Repository 2024-25
t	Home to School Bus Service	August 13 2024	August 2025	Risk Repository 2024-25
u	Innovation and Design Laboratory	August 20 2024	August 2025	Risk Repository 2024-25

The above areas have a specific risk assessment completed on file which we review yearly, they are also subject to regular visual inspection by the grounds, maintenance, housekeeping and security teams.

18 Student Specific Welfare

Responsibilities: The Head of School, Executive Director of Finance and Operations, Estates Manager, Director of Boarding, Director of Inclusion, Wellbeing and Compliance, Director of HR, Director of Pastoral Care and Designated Safeguarding Lead (DSL), Director of Sports and Activities and school Section Heads oversee student welfare and well-being issues and, at an operational level, will:

- ensure that students' health, safety and well-being is adequately protected;
- ensure that all staff are aware of, and adhere to, the school's policies and procedures on student health, safety and welfare;
- ensure that key staff have clearly established roles and responsibilities;
- ensure that staff are appropriately trained to deal with student welfare issues;
- ensure that where concerns about a student's welfare are identified, the risks are appropriately managed;
- ensure that inclusive practices are evident throughout the school and that any form of discrimination is recognised and acted upon swiftly and proactively;
- consult with staff, students, parents and others, where appropriate, to find practical solutions to welfare issues;
- ensure that standards of student welfare at the school are regularly monitored, both at an individual level and across the whole school community, to identify trends and issues of concern and to improve systems to manage these.

18.1 TASIS England recognises that the school has limitations in what it can offer regarding specialist support and that the needs of some students may be beyond the level of service that the school is able to offer.

19 Student Welfare

The Proprietor (the Board of Directors) recognise their responsibility to safeguard and promote the welfare of students in their care. This responsibility encompasses the following principles:

- to support students' physical and mental health and emotional well-being (as well as their social and economic well-being);
- to protect students from the risk of harm and/or neglect;

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- to recognise that corporal punishment can never be justified;
- to provide students with appropriate education, training, recreation and development activities both indoors and out;
- to encourage students to contribute to society;
- to ensure that inclusive practices are evident throughout the school and that any form of discrimination is recognised and acted upon swiftly and proactively;
- to protect students from the risk of radicalisation, extremism and being drawn into terrorism;
- to build students' resilience to radicalisation by actively promoting fundamental British values, enabling students to challenge extremist views;
- to assess the risk of children being drawn into terrorism and to provide appropriate support for those identified as being at risk;
- to ensure that students are provided with a safe and healthy environment so far as reasonably practicable; and
- to manage welfare concerns effectively.

19.1 The school recognises that individual students may have needs which arise from physical, medical, sensory, learning, emotional or behavioural difficulties that require provision additional to or different from that generally required by young people of the same age in mainstream schools. The school is committed to promoting and safeguarding the welfare of all of its students having regard to the special requirements of individual students but, where appropriate or necessary, balancing those requirements of individual students against the school's responsibilities to promote and safeguard the welfare of all its students. The school addresses its commitment to these principles through:

Prevention - ensuring that all reasonable measures are taken to minimise the risk of harm to students and their welfare by:

- ensuring through training that all staff are aware of and committed to this policy and the values set out;
- establishing a positive, supportive and secure environment in which students can learn and develop;
- including in the curriculum activities and opportunities for PSHEE, which equip students with skills to enable them to protect their own welfare and that of others; and
- providing medical and pastoral support that is accessible and available to all students.

Protection - ensuring all appropriate actions are taken to address concerns about the welfare of a student, whether of a safeguarding nature or otherwise. This includes:

- sharing information about concerns with agencies who need to know and involving students and their parents appropriately; and
- monitoring students known or thought to be at risk of harm and formulating and / or contributing to support packages for those students.

19.2 The school recognises that student welfare and well-being can be adversely affected by many matters whether in or away from school, including abuse, bullying, radicalisation, behavioural and health issues. The school has developed this policy and the policies in the table below, which set out full details of its procedures to safeguard and promote student health, safety and welfare in accordance with its duties under Part 3 of the ISSRs and details of those with overall responsibility for risk assessment.

20	Risk Assessment
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Student safety and welfare at the school is paramount. The school has various systems to ensure that student welfare is safeguarded and promoted including the use of daily meetings where required, boarding team meetings, and student risk assessment sheets. These are regularly reviewed and overseen by the DSL. Where a concern about a student's welfare is identified, the risks to that student's welfare will be assessed, appropriate action will be taken to reduce the risks identified, and this will be recorded and

regularly monitored and reviewed. The format of any assessment of risks may vary and may be included as part of the overall response to a welfare issue and/or by using the attached risk assessment form where appropriate. Regardless of the form used, the school's approach to promoting student welfare will be systematic and student focused. The information obtained through this process and the action agreed will be shared, as appropriate, with other staff, parents and third parties in order to safeguard and promote the welfare of a particular student or of students generally.

21 Safeguarding and Child Protection

With regard to safeguarding risks, and in accordance with current statutory guidance, including *Keeping children safe in education* (September 2024) and *Working together to safeguard children* (the version currently in force) and Part 3 of the Independent Schools Standards Regulations (ISSRs) and the National Minimum Standards for Boarding (NMS), the school has systems in place to identify students who may be in need of extra help, or those who are suffering, or are likely to suffer significant harm, and will take appropriate action to address and mitigate those risks by working in conjunction with social care, the police (including, in relation to those identified as being at risk of radicalisation, the Channel Police Practitioner), health services and other services, where appropriate or necessary. Full details of the school's safeguarding procedures are set out in the Safeguarding and Child Protection Policy. Further guidance on how staff should ensure that their behaviour and actions do not place students or themselves at risk of harm, or of allegations of harm to a student, is also set out in the Staff Code of Conduct.

22 Protection from Radicalisation and Extremism

Details of the school's procedures to prevent students from becoming radicalised and/or being drawn into extremism and/or terrorism in accordance with the guidance in *Prevent Duty Guidance for England and Wales 2015* (updated March 2024) - government and Departmental advice *on the Prevent Duty* (DfE) are also contained within the Safeguarding Policy. The school will meet these obligations by assessing the risk of students being drawn into radicalisation and/or extremism and/or terrorism and putting in place control measures to support those at risk. The school is committed to providing a safe space in which students can consider and discuss sensitive topics, including terrorism and the extremist ideas that are part of terrorist ideology, and learn how to challenge these ideas. The school will ensure that the arrangements for visiting speakers, whether invited by staff, students or parents, are suitably risk assessed before the visit takes place and that clear protocols are in place to ensure that those visiting speakers are suitable and are appropriately supervised when on school premises.

23 Anti-Bullying

The school has a written Anti-bullying policy which covers the school's approach to the management of bullying and cyberbullying.

24 Behaviour

The school has a written Behaviour policy which sets out how it promotes good behaviour amongst students at the school and the sanctions to be adopted in the event of student misbehaviour. This policy contains further information about the school's performance of its duties under the Equality Act 2010 (and reasonable adjustments made for students with disabilities), support systems for students and liaison between parents and other agencies.

25 Health and Safety

In accordance with its obligations under the Health and Safety at Work etc. Act 1974 and with Part 3 of the ISSRs, TASIS England as an employer has a duty to ensure the health, safety and welfare of employees and the health and safety of students and others affected by the school's operations, so far as is reasonably practicable. The school will meet this requirement by taking a sensible, proportionate and

holistic approach to management of health and safety issues in accordance with its obligations and its health and safety policies and its policy on risk assessment of health and safety issues.

26 Reporting

When assessing risks to student welfare and well-being at the school, all staff should also consider whether the matter should be reported to outside agencies and /or regulatory bodies, including but not restricted to, Children's Services, the Police, (including, in relation to those identified as being at risk of radicalisation, the Channel Police Practitioner), Ofsted, CAMHS etc. Unless provided for otherwise in the school's policies or in statutory guidance, the member of staff concerned should discuss the decision to report to outside agencies and /or regulatory bodies with the Head of School and/or the Designated Safeguarding Lead (where appropriate) before making such a report.

27.1 If, at any point, there is a risk of immediate serious harm to a student, a referral should be made to children's social care immediately. Anybody can make a referral. If the student's situation does not appear to be improving the staff member with concerns should press for reconsideration. Concerns should always lead to help for the child at some point. Wherever the school proposes to share information under this policy or related welfare policies, it will have due regard to the principles set out in the DfE advice note, "Information Sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers" (currently in force).

Appendix 1: Guidance on Risk Assessment

Guidance on Risk Assessment: A student welfare risk assessment is a careful examination of what could cause harm to student welfare and to consider appropriate control measures, so that a judgement can be made as to whether the school has taken adequate precautions or should take additional steps to prevent the risk of harm. The purpose of a risk assessment is not to create huge amounts of paperwork, but rather to identify sensible measures to control real risks - those that are most likely to occur and / or will cause the most harm if they do. When thinking about a risk assessment in this context, remember:

- a welfare issue is anything that may harm a student; to include cyber-bullying, abuse and the risk of radicalisation and extremism.
- the risk is the chance that a student could be harmed, together with an indication of how serious the harm could be if it occurs.

Step 1: Identify the issue: The first step is to work out how students could be harmed. This will generally be set out in the concern raised about a student's welfare.

Step 2: Decide who might be harmed and how: Identify individual students or groups of students who might be harmed and how they might be harmed by the concern raised.

Step 3: Evaluate the risks and decide on precautions: Decide what to do about the risks: Compare what the school currently does with what is required by law, DfE guidance or is accepted good practice. If there is a difference, list what needs to be done to protect the student's welfare. Where appropriate take into account any special requirements or protected characteristics.

Step 4: Record your findings and implement them: Make a written record of significant findings - the concern, the issues, how student(s) might be harmed and what arrangements the school has in place to control those risks.

There is no prescribed format for this record, but any record produced should be simple and focused on control measures and the steps the school proposes to take to manage the risk.

Step 5: Review the risk assessment and update, if necessary: Review what is being done for the students identified and across the school generally and monitor and review the efficacy and /or the outcome of the measures put in place on a regular basis.

Appendix 2: Example Risk Assessment for TASIS England



Risk Assessment for TASIS The American School in England

Risk Assessment for: Lake Thorpe Place	Date of Risk Assessment: 16 Aug 2024	Review Date: August 2025
Carried out by: Julie Pinhorne	Approved by: Ann Corfield	Review Date: 16 August 2025

Risk Value Key: H M L

What are the Hazards?	Level of risk			Who might be harmed and how?	Control Measures			
	Low	Med	High		Action to be taken to lower the risk.	Action by whom?	Action by when?	Level of risk reduced to low
Drowning or pests								
Drowning - water level is between 200mm at the edge to approx 1200mm at the centre		X		Students, staff and visitors	<ul style="list-style-type: none"> Lake edges slope gently - Estates Manager to monitor lake edges for degradation An overflow is installed - Estates Manager to monitor overflow to ensure water depth does not increase Signage is in place warning individuals not to get too close to the edge Younger students are never allowed on South Campus 	Estates Manager Heads of Lower and Middle School and Boarding	in place and ongoing monitoring	LOW

					<p>unsupervised</p> <ul style="list-style-type: none"> • 2 life belts are provided on the bank in the event of an individual falling into the water - require regular monitoring for condition • Boarding rovers are on duty during the weekends to keep an eye on student activity • Additional lighting, CCTV and security patrols are in place 			
Potential for the resident swans if approached to attack		X		Students, staff & visitors.	<ul style="list-style-type: none"> • The lake is a natural eco system for the wildlife • Individuals to keep a safe distance from the edge of the lake and not to approach the swans • Younger students are never allowed on South Campus unsupervised • Boarding rovers are on duty during the weekends to keep an eye on student activity 	Estates Manager. 6-monthly check by school pest control contractor.	Ongoing monitoring	LOW
Water quality and associated health hazard effects from blue-green algae and other microbes.		X		Students, staff & visitors.	<ul style="list-style-type: none"> • The lake is a natural eco system for the wildlife • Individuals to keep a safe distance from the edge of the lake • Signage warns individuals not to get too close to the lake edge • Younger students are never allowed on South Campus unsupervised • Boarding rovers are on duty during the weekends to keep an eye on student activity • Water quality testing is undertaken at least biennially • The colour of the algae being produced is monitored 	Estates Manager. 6-monthly check by school pest control contractor.	Ongoing monitoring	LOW

Items falling into or thrown into lake			H	Staff & Students	<ul style="list-style-type: none"> These must remain in the lake until Estates staff can retrieve them 	Head of Upper School, Head of Boarding, faculty, house parents	Ongoing	LOW
Trees and foliage around lake edge		M		Staff & Students	<ul style="list-style-type: none"> Foliage to be kept trimmed Trees are inspected biennially for condition. 	Estates Manager	On going	LOW
Ice			H	Students	<ul style="list-style-type: none"> Ice forming on the lake should be broken up around the edges to prevent students trying to step out onto frozen water 	Estates Manager	As required	LOW