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 Approved by: Directors Darren Foster and Kerry Cassidy Date: May 2025 . Next review due by: May 2026

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1. Aims The Provision 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

2. Legislation and statutory requirements 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 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 Provisions says Provisions must carry out a risk assessment to determine what first aid provision is needed DfE guidance on the Prevent duty states Provisions are expected to assess the risk of pupils being drawn into terrorism The Health and Safety Executive (HSE) say Provisions that manage their own pools must conduct a risk assessment DfE guidance on health and safety: responsibilities and duties for Provisions says Provisions must identify the measures needed to reduce the risks from public health incidents, including COVID-19, so far as is reasonably practicable

Page | 3 – ALTERNATIVE RISK ASSESSMENT A table of all the risk assessments Provisions are required to have in place can be found in appendix 1 of this policy. 3. 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 4. Roles and responsibilities 4.2 The Director/Proprietor The Director/Proprietor is responsible for ensuring that all risk assessments are completed and reviewed. 4.3 Provision staff and volunteers Provision 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 4.4 Pupils and parents Pupils and parents are responsible for following the Provision's advice in relation to risks, on-site and off-site, and for reporting any hazards to a member of staff. 4.5 Contractors Contractors are expected to provide evidence that they have adequately risk assessed all their planned work. 5. Risk assessment process When assessing risks in the Provision, 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 Provision 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 (SEN) 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

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Page | 5 – ALTERNATIVE RISK ASSESSMENT Appendix 1: statutory risk assessments checklist The following table lists the risk assessments that Provisions are required to have in place. Statutory or mandatory risk assessment ✓ Completed by Date of review Workers under the age of 18 Asbestos Substances hazardous to health Display screen equipment Fire First aid Manual handling Working at height Children being drawn into terrorism Swimming pools (if applicable) Public health incidents, including COVID-19

Page | 6 – ALTERNATIVE PROVISION RISK ASSESSMENT POLICY 2023 Appendix 2: risk assessment template Name of person completing the risk assessment Date What are the hazards? Who might be harmed and

how? What control measures are already in place? Are they sufficient? What additional control measures are needed? Action by whom? Action by when? Completed?