


# Strike risk assessment

<b>Scargill Primary School</b>			
Assessment conducted by: <i>Malc Hetherington</i>	Job title: Executive Headteacher	Covered by this assessment: staff, governors, parents, volunteers and visitors.	
Date of assessment: 24/1/23	Review interval: <u>WEEKLY</u>	Date of next review: 31/1/23	

Related documents
<b><i>First Aid Policy, Business Continuity Plan, Administering Medication Policy</i></b>

Risk rating		Likelihood of occurrence		
		Probable	Possible	Remote
<b>Likely impact</b>	<b>High</b>	High (H)	H	Medium (M)
	<b>Medium</b>	H	M	Low (L)
	<b>Low</b>	M	L	L

**For the purpose of this risk assessment, we have used the term 'strike' to refer to strike action. Schools need to ensure this risk assessment reflects local arrangements.**

Area for concern	Risk rating prior to action H/M/L	Recommended controls	In place? Yes/No	By whom?	Deadline	Risk rating following action H/M/L
Are there enough staff present (including teachers, support staff and volunteers) to safely supervise pupils during lesson time?	<b>Low</b>	<ul style="list-style-type: none"> <li>Is the staff-to-pupil ratio being adhered to</li> <li>Pupil age</li> <li>Staff experience, roles and confidence</li> <li>Any special educational needs and/or disabilities or behavioural needs that require additional supervision</li> <li>Remember that different subjects and activities will require more supervision than others in order to be carried out safely.</li> <li>Parents are made aware of the school's plans regarding strike action via letter.</li> </ul>	<b>yes</b>	<b><i>Letter to parents by HOS</i></b>	<b><i>27/1/23</i></b>	<b><i>low</i></b>
Are there enough staff present (including teachers, support staff and volunteers) to safely supervise pupils during breaks and lunchbreaks?	<b>Low</b>	<ul style="list-style-type: none"> <li>Teachers can supervise breaks but under the STPCD cannot supervise lunchtimes.</li> </ul> <p><i>N.B. please ensure that staff have adequate breaks when covering other duties.</i></p>	<b>yes</b>	<b>HOS</b>	<b>27/1/23</b>	<b>low</b>
Absence of the DSL and staff being required to supervise more pupils puts our safeguarding	<b>Low</b>	<ul style="list-style-type: none"> <li>The DSL or deputy DSL should be available during school hours to discuss safeguarding concerns (this can be over the phone in 'exceptional circumstances')</li> </ul>	<b>Yes</b>	<b>DSL</b>	<b>27/1/23</b>	<b>low</b>

Area for concern	Risk rating prior to action H/M/L	Recommended controls	In place? Yes/No	By whom?	Deadline	Risk rating following action H/M/L
procedures at risk						
Staff members may suffer significant stress and anxiety if they have to supervise large numbers of pupils without sufficient support	<b>Low</b>	<ul style="list-style-type: none"> <li>• Stress risk assessment</li> <li>• Mental Health First Aider support</li> <li>• Wellbeing support</li> </ul>	<b>yes</b>	<b>HOS</b>	<b>27/1/23</b>	<b>low</b>
Emergencies	<b>Low</b>	<ul style="list-style-type: none"> <li>• All staff and pupils' emergency contact details are up-to-date, including alternate emergency contact details, where required.</li> <li>• Pupils' parents are contacted as soon as practicable in the event of an emergency.</li> <li>• Staff and pupils' alternative contacts are contacted where their primary emergency contact cannot be contacted.</li> <li>• The school has an up-to-date <i>First Aid Policy</i> in place which outlines the management of medical emergencies – medical emergencies are managed in line with this policy.</li> </ul>	<b>Yes</b>	<b>HOS</b>	<b>27/1/23</b>	<b>Low</b>