**Risk assessment for: impact of strike action 1 February, 2 / 15/16 March 2023**

| **List hazards here** | **List groups of people who are especially at risk from the hazards** | **List existing controls here or note where the information is kept** | | **Open, close or partially open decision – one closed decision will determine the outcome** | **Note any action you will take to control additional risks, where it is practicable** | **Actual risk rating** |
| --- | --- | --- | --- | --- | --- | --- |
|  | **School RA comment** |
|  | Children, all staff | **Will site security be compromised?**  **If site security is compromised, then the school must close to pupils and staff.** |  |  |  | **3X3 = 9 MEDIUM** |
| Is there adequate staffing cover for pupils and adequate supervision at break and lunchtimes? | Children, all staff |  |  |  |  |  |
| Is there adequate first aid cover? | Children, all staff |  |  |  |  |  |
| Are there any other health and safety issues or cover? | Children, all staff |  |  |  |  |  |
| Will site security be compromised? | Children, all staff |  |  |  |  |  |
| Will emergency hazards be dealt with appropriately e.g. broken glass, spillages, hygiene issues such as cleaning of toilets and dealing with vomit and other bodily fluids? | Children, all staff | **Will emergency hazards be dealt with appropriately e.g. broken glass, spillages, hygiene issues such as cleaning of toilets and dealing with vomit and other bodily fluids?**  **If no – the school must be closed.** |  |  |  |  |
|  | Children, all staff | **Is there adequate staffing cover for pupils and adequate supervision at break and lunchtimes?**  **If there is not adequate supervision for pupils and staff then the school must be closed.**  There are **X** **teachers** who will be taking strike action.  *Classes where the teacher is supporting strike action must be closed for the period of the strike.*  *If that member of staff is on playground or lunch duty then the children in that playground will not be supervised and therefore this is a health and safety issue. These children will not be able to attend school for this reason.*  Legislation specifically forbids agencies from supplying workers to replace employees taking industrial action. |  |  |  |  |
|  | Children, all staff | **Supervision**  Although the school may be partially closed to pupils during the action, more pupils than expected may attend school. It will be a matter for the person who is managing the school on the day of action to ensure that arrangements are put in place to ensure there is adequate supervision during the day for any pupils who come onto the school site. Because of the uncertainty over staff attendance on strike days, it may be that arrangements will have to be put in place to provide emergency supervision for pupils who cannot be sent home.  The presence of voluntary, temporary helpers can have very serious implications for the safety and well-being of pupils. Even where such volunteers possess current DBS certification, there are issues of confidentiality, first aid training, knowledge of evacuation procedures in case of emergencies, safe use of equipment, behaviour management, knowledge of restraint procedures, guidance on physical contact with pupils and insurance liability to be considered. |  |  |  |  |
|  | Children, all staff | **Is there adequate first aid cover?**  **If there is not adequate first aid supervision for pupils and staff then the school must be closed.** |  |  |  |  |
|  | Children, all staff | **If the school is safe to be opened for staff:** Any staff who are not taking action should be left to work under the direction of the employer and report to their workplace if that is what the employer directs.  Those teachers taking industrial action on the day they are due to take PPA time lose their entitlement for that week. |  |  |  |  |
|  | Children, all staff | If the **Headteacher** is taking strike action the deputy (if not striking) can undertake their role. If they do not want to then they need to ensure that they are a member of a trade union taking action and take part in the strike.  Some of the provisions contained in the School Teachers Pay and Conditions Document may be interpreted by the employer as allowing them to direct others to undertake a heads responsibilities:-   * Assistant Heads can be required to undertake any professional duties of the head teacher reasonably delegated by the head teacher. * Head teachers responsibilities may be delegated to a deputy head teacher, assistant head teacher or other member of the staff in a manner consistent with their conditions of employment having regard to the nature and extent of their management responsibilities, and maintaining a reasonable balance for each teacher between work carried out in school and work carried out elsewhere. |  |  |  |  |
|  | Children, all staff | In the situation where **only** the Head and the Deputy Head are taking action, the Head should still undertake the risk assessment. The key is whether the school has been notified by appropriate trade unions that their members are being asked to take action. That information will then be factored into the risk assessment. |  |  |  |  |
|  | Children, all staff | **What if there is an activity or residential trip planned for that day?**  **It will be necessary to undertake a risk assessment of the likely impact of the action and make appropriate arrangements. It may be necessary to cancel or rearrange planned activity.** |  |  |  |  |
|  | Children, all staff | **Picketing**   If there is picketing at the school this will be a matter for the employer on the day to advise staff on what to do if faced with a picket line. *LA advice: if the school is partially open a school may experience picketing from employees who are taking strike action. Employees attending for work should make a reasonable attempt to cross the picket line. If they are unable to cross the picket line, they should contact the* ***governing body*** *and discuss an appropriate course of action. If there are any incidents of abusive behaviour, intimidation, obstruction of the highway or violence they should be reported to the police.* |  |  |  |  |
|  | Children, all staff | **Authorised Absences** Some employees may be already booked to attend courses, take leave or attend off-site meetings or may request leave on the day of the strike to undertake carers’ responsibilities. Each request must be considered on its merits but the employer may determine that all authorised absence previously approved for the day of action will be cancelled on that day, so as to ensure maximum attendance at work to assist with the consequence of the action. |  |  |  |  |
|  | Children, all staff | **Locking and Unlocking the School** If the caretaker/site manager who would normally open the school takes industrial action, the head teacher or deputy head teacher, if they are key holders, may be asked to unlock and lock up the school at the beginning and end of the working day.  In situations where there are multiple access points, the head teacher may determine that, because of the action, only one access point will be available. However, fire doors must not be blocked. |  |  |  |  |
|  | Children, all staff | Where the head teacher / deputy head teacher are also on strike, the employer/governing body may ask another key holder to open and close the school.  Local Government Employers advice is that striking workers can be asked to hand over the employers’ property, which may include school keys, in advance of the action. |  |  |  |  |
|  | Children, all staff | **What happens to the Parents evening scheduled to take place on the day of the Industrial Action.**  It depends on the number of teachers likely to be on strike on that date. It may be possible to run a version of the evening although with fewer staff. Alternatively if so few teachers will be present the meeting should be postponed. It may be possible to re-arrange the evening, but this will depend on a suitable alternative being available. |  |  |  |  |
|  | Children, all staff | **What happens if I am due to have an Ofsted inspection on the day of the strike?** Inform Ofsted and the Regional Inspection Provider immediately, and they should reschedule the inspection. |  |  |  |  |
| Lunch provision for children eligible for free school meals (FSM) | FSM | **Cook to provide packed lunches for pupils eligible for FSM who are not able to attend school due to strike action. Collectable from the front office by 12pm.** |  |  |  |  |
| **After considering the risks associated with the action planned for 1 Feb, 2 March, 15 and 16 March and the health and safety risk factor associated with this, the school will be XXXXXXXXXX to children.**  **Members of staff not striking will be required to report to work as usual and undertake school related tasks.** | | | | | | | |

**RISK RATING**

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| **SEVERITY** | **LIKELIHOOD** | **RISK RATING (S X L )** |
| **1 = no injury or illness**  **2 = first aid injury/illness**  **3=minor injury/illness – up to 3 days away**  **4= 3(+) days injury/illness**  **5 = major injury / illness**  **6 = fatal or disabling injury/illness** | 1 = very remote  2 = improbable  3 = possible  4 = probable  5 = likely  6 = certainty | **High 14+**  **Medium 5 – 13**  **Low 1- 4** |

**ASSESSMENT UNDERTAKEN BY: B EWART 18.01.23**