

RISK ASSESSMENT POLICY



Agreed: October 2025

To be Reviewed: October 2026

Elysian is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This policy is applicable across all sites on which Elysian operates.

Vision and Purpose

At Elysian, we believe that safety is the foundation for growth. Our risk assessment policy supports a nurturing, therapeutic environment where young people, especially those with additional needs, can thrive emotionally, socially, and academically.

We recognise that healing and learning are deeply interconnected. Our approach to risk assessment reflects the unique nature of our provision, which includes animal-assisted interventions, outdoor learning, and relational support. We aim to identify and manage risks in a way that protects wellbeing without limiting opportunity.

Legal Framework

This policy is grounded in statutory requirements including:

- The Management of Health and Safety at Work Regulations 1999
- The Control of Substances Hazardous to Health Regulations 2002
- The Regulatory Reform (Fire Safety) Order 2005
- The Work at Height Regulations 2005

Definitions

Hazard: Anything with the potential to cause harm (e.g. animals, tools, terrain)

Risk: The likelihood and severity of harm occurring

Control Measure: Steps taken to reduce or eliminate risk

Risk Assessment: A process to identify hazards, evaluate risks and implement controls

Roles and Responsibilities

- **Governing Board/Directors:** Holds ultimate responsibility for health and safety
- **Head of Provision:** Ensures risk assessments are completed and reviewed
- **Staff and Volunteers:** Participate in assessments, implement controls, and report hazards
- **Learners and Families:** Follow safety guidance and communicate concerns
- **Contractors:** Must provide evidence of their own risk assessments and comply with site protocols

Our Risk Assessment Process

We follow a six-step process:

1. **Identify Hazards** — including environmental, emotional, behavioural, and animal-related risks
2. **Decide Who May Be Harmed and How** — considering neurodiversity, EHCPs, and individual needs
3. **Evaluate Risks and Control Measures** — balancing safety with therapeutic benefit
4. **Record Significant Findings** — using our risk assessment template
5. **Review and Update** — after incidents, changes, or annually
6. **Retain Assessments** — securely stored for 3 years beyond their active period

Scope of Risk Assessments

Our assessments cover:

- Animal-assisted activities (species-specific behaviours, zoonotic risks, handling protocols)

- Outdoor environments (weather, terrain, water features)
- Tools and machinery (safe storage, supervision, training)
- Individual needs (emotional regulation, absconding risk, sensory triggers)
- Safeguarding (relational boundaries, supervision ratios, communication plans, safety plans)
- Travel and off-site activities (vehicle checks, route safety, emergency planning)

Monitoring and Review

Risk assessments are reviewed by a range of staff and updated annually or as needed. This policy is reviewed every year.

Links to Other Policies

- Health and Safety
- First Aid
- Supporting Pupils with Medical Conditions
- Safeguarding

For the purposes of this policy, where the term Elysian is used, it refers to Elysian Animal Assisted Interventions Ltd and Elysian Training and Development Ltd.