

Risk Management Plan for Illuminate You, Learning for Life Lodge

Plan Name: Risk Management Plan

School Name: Illuminate You, Learning for Life Lodge

Plan Date: 09.11.2025

Plan Lead: Headteacher

Approved by: Committee

1. Introduction

At **Illuminate You, Learning for Life Lodge**, we are committed to providing a safe, supportive, and risk-aware environment for our students, staff, and the wider community. Effective risk management is integral to safeguarding our students, ensuring the continuity of education, and maintaining a secure environment for all. This **Risk Management Plan** outlines our approach to identifying, assessing, and mitigating risks in order to protect the physical, emotional, and educational well-being of all members of the school community.

The plan is aligned with our **T.R.I.B.E.** ethos—**Trust, Respect, Impact, Belonging, and Enable**—ensuring that we foster a culture of responsibility and safety throughout our school.

2. Aims of the Risk Management Plan

The aims of this plan are to:

- Identify potential risks that could impact the safety, well-being, or operations of the school.
- Assess the likelihood and potential impact of each identified risk.
- Implement appropriate risk mitigation strategies to reduce or eliminate risks.
- Ensure that staff, students, and stakeholders are informed and trained on risk management procedures.
- Regularly monitor and review risks to ensure the ongoing safety and security of the school community.

3. Key Areas of Risk

The following are the key areas of risk that have been identified for **Illuminate You, Learning for Life Lodge**:

3.1. Health and Safety Risks

- **Accidents and Injuries:** Risks related to physical accidents, such as slips, trips, falls, and injuries from equipment.
- **Fire Safety:** The risk of fire hazards in school buildings and inadequate evacuation procedures.
- **Infectious Diseases:** The spread of infectious diseases such as COVID-19 and other health-related emergencies.

3.2. Educational Risks

- **Disruption to Learning:** Risks related to interruptions in education due to staff shortages, building closures, or external emergencies.
- **Special Educational Needs (SEN) Support:** Risks of inadequate support for students with SEN, resulting in unmet learning or developmental needs.
- **Technology and Cybersecurity:** Risks related to data breaches, cyberattacks, or failure of remote learning platforms during school closures or blended learning arrangements.

3.3. Emotional and Behavioural Risks

- **Social, Emotional, and Mental Health (SEMH) Needs:** Risks related to the emotional well-being of students, including bullying, emotional distress, or behavioural issues.
- **Safeguarding:** The risk of harm, neglect, or abuse affecting students, both within and outside of school.

3.4. Operational Risks

- **Transportation:** Risks related to transporting students safely to and from school, especially for those traveling from Northeast Lincolnshire, Lincolnshire, North Lincolnshire, Yorkshire, and Nottinghamshire.
- **Facilities and Infrastructure:** Risks related to the maintenance, safety, and accessibility of school buildings and facilities.

3.5. Financial Risks

- **Budget Constraints:** Risks related to financial mismanagement or budget shortfalls that may impact the ability to provide resources, staffing, or facilities.
- **Compliance and Legal:** Risks of non-compliance with regulations, resulting in legal challenges or penalties.

4. Risk Assessment and Mitigation Strategies

For each identified risk, we have conducted an assessment of its likelihood and potential impact. Below are the primary risks, along with mitigation strategies to address each:

4.1. Health and Safety Risks

- **Accidents and Injuries**

Risk Level: Medium

Mitigation:

- Regular health and safety audits and risk assessments for all areas of the school.
- Staff training on first aid and emergency response procedures.
- Adequate supervision during physical activities and breaks.

- **Fire Safety**

Risk Level: High

Mitigation:

- Regular fire drills and evacuation training for staff and students.
- Fire alarms, extinguishers, and fire exits maintained to safety standards.
- Annual fire risk assessments and compliance checks.

- **Infectious Diseases**

Risk Level: High

Mitigation:

- Health protocols, including hand sanitizing stations, regular cleaning, and isolation procedures for suspected cases.
- Clear policies for managing pandemics and infectious disease outbreaks, in line with government guidelines.

- Remote learning plans in place to ensure continuity of education during school closures.

4.2. Educational Risks

- **Disruption to Learning**

Risk Level: Medium

Mitigation:

- A blended learning plan that includes both in-class and remote learning options.
- Staff training on using digital platforms and managing virtual classrooms.
- Contingency plans for staffing shortages, including the use of substitute teachers.

- **Special Educational Needs (SEN) Support**

Risk Level: Medium

Mitigation:

- Regular reviews of Individual Learning Plans (ILPs) and ongoing SEN assessments.
- Access to specialist SEN staff and external agencies for additional support.
- Staff training on SEN and differentiated instruction.

- **Technology and Cybersecurity**

Risk Level: Medium

Mitigation:

- Data protection policies and cybersecurity protocols in place to protect sensitive information.
- Regular backups and software updates to maintain the integrity of the school's IT infrastructure.
- Staff and student training on safe online practices and recognizing potential cyber threats.

4.3. Emotional and Behavioural Risks

- **Social, Emotional, and Mental Health (SEMH) Needs**

Risk Level: High

Mitigation:

- Implementation of a strong pastoral care system, with regular check-ins and emotional support for students.
- Access to therapeutic interventions, including CBT, Music Therapy, and Therapeutic Crisis Intervention (TCI).
- Anti-bullying policies and restorative practices to address conflicts and support student well-being.
- **Safeguarding**
Risk Level: High
Mitigation:
 - Clear safeguarding policies in line with **Keeping Children Safe in Education (KCSIE)**.
 - Regular safeguarding training for all staff, including how to recognize and report signs of abuse or neglect.
 - Designated Safeguarding Leads (DSL) and robust reporting procedures for any safeguarding concerns.

4.4. Operational Risks

- **Transportation**
Risk Level: Medium
Mitigation:
 - Coordination with reliable transport providers and regular safety checks on vehicles.
 - Supervision protocols during transportation and clear communication with parents regarding travel arrangements.
- **Facilities and Infrastructure**
Risk Level: Medium
Mitigation:
 - Routine maintenance and safety checks for all school facilities and equipment.
 - Ensuring the school premises are secure, accessible, and compliant with health and safety regulations.
 - Relocation Plan: In case of building issues or emergencies, students and staff will be relocated to one of the Illuminate Care Group properties.
 - Contingency plans for building issues or emergency repairs.

4.5. Financial Risks

- **Budget Constraints**

Risk Level: Medium

Mitigation:

- Detailed financial planning and budgeting, with regular reviews by the Committee.
- Seeking additional funding and grants to support the school's resources and programs.
- Monitoring cash flow and ensuring compliance with financial regulations.

- **Compliance and Legal**

Risk Level: Medium

Mitigation:

- Regular audits to ensure compliance with educational, health, and safety regulations.
- Legal advice and consultation when needed to avoid breaches of law or regulatory requirements.

5. Monitoring and Reporting

The Senior Leadership Team (SLT), in collaboration with the **committee**, will regularly monitor and review the identified risks and mitigation strategies. This process will include:

- **Risk Registers:** Maintaining a detailed risk register that tracks all identified risks, their assessment, and the corresponding mitigation strategies.
- **Incident Reports:** Staff will report any incidents or near-misses that may affect health, safety, or operations, enabling the SLT to update the risk management plan as needed.
- **Annual Reviews:** The risk management plan will be reviewed annually to assess its effectiveness and make adjustments based on new risks or changes to school operations.

6. Communication and Training

Effective risk management relies on the active participation of all staff, students, and stakeholders. To ensure that everyone is aware of the risk management procedures:

- **Staff Training:** Regular training will be provided for staff on risk management protocols, emergency procedures, and safeguarding practices.
- **Student Education:** Students will be educated on safety protocols, how to report risks, and how to behave responsibly in emergency situations.
- **Parent Communication:** Parents will be informed about the school's risk management strategies and how they can support their children in maintaining safety and well-being.

7. Conclusion

At **Illuminate You, Learning for Life Lodge**, the safety and well-being of our students, staff, and community are our highest priority. This **Risk Management Plan** ensures that we proactively address potential risks, minimize their impact, and create a secure environment where students can focus on their education and personal development.

By fostering a culture of responsibility and safety, we empower our school community to navigate challenges with resilience and confidence.

Plan Approved by:

Name _____ Date: _____

Position _____ Date: _____

Signatures

| Headteacher | _____ | Date: _____
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This **Risk Management Plan** ensures that **Illuminate You, Learning for Life Lodge** maintains a safe, secure, and resilient environment for all students, staff, and stakeholders.