**Risk Management Plan for Illuminate You, Learning for Life Lodge**

**Plan Name**: Risk Management Plan  
**School Name**: Illuminate You, Learning for Life Lodge  
  
**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: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |
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| **Position** | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **Date**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

**Signatures**

| **Headteacher** | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **Date**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

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.