

Supreme Sikh Council UK – Individual Risk Assessment



School Information Student details

School Name: _____

Tel: _____

Surname of Student: _____

Forename(s) of student: _____

Date of Birth: _____

UPN: _____

Date Assessment Undertaken: _____

Name of Assessor (print): _____

Assessor Signature: _____

Assessment Review Date: _____

Senior Leadership Team Authorisation Signature : _____

Emergency contact details

Emergency Contact Name: _____

Emergency Contact Address: _____

Emergency Contact Number: _____

		Consequence					
		1	2	3	4	5	
		Trivial	Minor	Moderate	Major	Extreme	
Probability	1	Rare <i>(0 - 0.2 probability)</i>	Low - 1	Low - 2	Low - 3	Medium - 4	Medium - 5
	2	Unlikely <i>(0.2 - 0.4 probability)</i>	Low - 2	Low - 4	Medium - 6	Medium - 8	Medium - 10
	3	Moderate <i>(0.4 - 0.6 probability)</i>	Low - 3	Medium - 6	Medium - 9	Medium - 12	High - 15
	4	Likely <i>(0.6 - 0.8 probability)</i>	Medium - 4	Medium - 8	Medium - 12	High - 16	High - 20

Background/Key triggers/Key information

An initiated/ baptised Sikh is known as an Amritdhari. An Amritdhari Sikh has committed to giving their life a constitution based upon Sikhi teachings in order to evolve spiritually as well overcoming self limiting beliefs and weaknesses of character. They wear the 5K's which must be upon their person at all times. The Kirpan is one of the 5K's which is cremated with the person and never leaves their person from the point of being initiated.

The pupils right of belief is balanced against constructive mitigation of risks.

There is no standard size or design. However, in educational environments the Kirpan tends to be less than six inches long with the sheath. The blade length tends to be no more than three inches long. The blade is often blunted.

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5	Very Likely (<i>> 0.8 probability</i>)	Medium - 5	Medium - 10	High - 15	High – 20	High - 25
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The Kirpan is secured and worn in a Gatra underneath the clothes which makes it difficult to access. The Kirpan is placed in a padded pouch during PE and sporting activities. It is normally worn across the shoulders but can be worn on the head underneath a dastar (Sikh turban) or around the waist. These are consideration dependent upon activity and considered risk. It should be noted that actual instances of abuse of a Kirpan or accidental injury to self and others are very rare.

	Hazard observed	Who may be harmed?	Risk rating before Controls <small>(Probability x onsequence = Risk rating)</small>	Control measures/ notes	Risk rating after controls <small>(Probability x consequence = Risk rating)</small>	Control measures by: Staff Initials
1	Kirpan being worn in school	Pupil	3 x 5 = 15	<ul style="list-style-type: none"> Parents to ensure that the pupil has secured the Kirpan each day-specifically that the Kirpan is secure in the sheath and the Gatra (shoulder strap)-it may also be covered in a pouch and on PE/sports days it is secured completely in a padded pouch which can be worn around the waist in the front or the back. Regular home-school contact to take place if there are any concerns. Pupil is not to discuss or show the Kirpan in school with their peers. Pupil not to show any students the Kirpan or have it out at any point. Pupil to speak to any staff if other students are making comments about the Kirpan. Pupil to tell staff immediately if someone else takes it from their possession. Any and all concerns to be logged immediately. Teaching staff to be briefed on this risk assessment. 	1 x 5 =5	ARL PCL LML DSK JBL PWG (other members of the pastoral team)

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2	Kirpan being worn during PE & Sports	Pupi Peers Staff	4x5= 20	<ul style="list-style-type: none"> • Discuss with parents and Amritdhari pupils about the safety issues in PE and agree on the mitigation. • Risk after control should be 1x5=5 • Pupil to change so that others do not see the Kirpan during changing. • PE staff to be aware that Pupil has a Kirpan on them and make suitable decisions/accommodations based upon activity so that they can participate equally in lessons. • Pupil to speak to PE staff immediately should anything happen in which the Kirpan could cause risk to themselves or others 	2 X 5 = 10	HGN CFR JBL PWG DSK ARL (other teaching staff where appropriate)
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Average risk rating

No of hazards	2	Total Hazard score	40	Hazard score after controls	15
		Average score	20	Average score	7.5

Notes / comments :

Risk assessment to be reviewed periodically in line with the schools policies and relevant legislation If appropriate the checks to be completed less frequently.

Six inch (12.24 cm with the sheath and blunted blade size 7.62cm) Kirpan to be checked by staff to ensure that they are comfortable with how it is secured and covered for activities noting that the Kirpans are not made in standard sizes and there may be 0.5 cm variations. Any staff handling the Kirpan must wash their hands first and check whilst the pupils is wearing the Kirpan.

Size of Kirpan will be seen with the parent(s) and agreed that the pupil will continue to wear the agreed one and any change in Kirpan will be examined and agreed between parent(s) and the school.

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Risk Score before and after controls	Action to be taken
1 – 4	Pupil is unlikely to be a risk to themselves or others within the school community
4 – 6	Pupil may place themselves or others within the school community at minimal risk
6 – 8	Pupil may place themselves or others within the school community at low moderate risk. Pupil will need to be monitored.
8 – 10	Pupil may place themselves or others within the school community at high moderate risk. Pupil will need to be closely monitored.
10 – 14	Pupil may place themselves or others within the school community at low substantial risk. Pupil will need to be closely monitored and staff aware of triggers and interventions.
14 – 18	Pupil may place themselves or others within the school community at greater substantial risk. Pupil will need to be closely monitored and staff aware of triggers and interventions. External assistance may be required and exclusion/ <u>withdrawal</u> from lessons considered.
18 – 22	Pupil may place themselves or others within the school community at high substantial risk. Pupil will need to be closely monitored and staff aware of triggers and interventions. External assistance may be required and exclusion/ <u>withdrawal</u> from lessons implemented.
22 - 25	Pupil presents extreme risk to themselves or others within the school community. External agencies will need to be involved and exclusion/ <u>withdrawal</u> undertaken until behaviour can be improved.

People involved in production of the assessment.

ARL
GES