Harrington Hill Primary School

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Risk Assessment for Extreme Heat
June 2026

Risk Assessment Method

To evaluate the risk level associated to a hazard, two factors need to be considered: -

i. the Likelihood **(L)** of the outcome to occur

How likely is it that the hazard will be realized and result in harm? Five categories are defined (with values on a 1 – 5 scale): -

1	**Very Unlikely**
2	**Unlikely**
3	**Fairly Likely**
4	**Likely**
5	**Very Likely**

ii. the possible Consequence **(C)** of the outcome

Realistically, what is the most likely outcome? This method defines five categories of Consequence (again with values on a 1 – 5 scale): -

1	**Insignificant – No injury**
2	**Minor – minor injuries needing first aid**
3	**Moderate – up to three days absence**
4	**Major – more than seven days absence**
5	**Catastrophic – Fatality or permanent Disability**

Once those two factors are assessed, the matrix on the next page can be used to determine the level of risk, or risk rating.

Measure the Likelihood (L) X the Consequence (C) which will give you a numerical score. Using the tables above you can convert these scores into a qualitative value for example (L) of Fairly likely 3 X (C) Major 4 gives a risk rating of: 12 = High.

This information will then be used to prioritise any control measures necessary to eliminate or reduce the risk to an acceptable level.

Risk Assessment Method (continuing)

Matrix

Consequence					
Catastrophic (5)	5	10	15	20	25
Major (4)	4	8	12	16	20
Moderate (3)	3	6	9	12	15
Minor (2)	2	4	6	8	10
Insignificant (1)	1	2	3	4	5
Likelihood	Very Unlikely (1)	Unlikely (2)	Fairly Likely (3)	Likely (4)	Very Likely (5)

Action Level

20-25 VERY HIGH	Unacceptable risk - immediate action required
10-16 HIGH	Risk reduction required - high priority
4-9 MEDIUM	Medium risk - action required so far as is reasonably practicable
2-3 LOW	Low priority - further risk reduction may not be feasible or cost effective
1 Very Low	Low risk - no further action required

Service: Education	**Location**: Harrington Hill Primary School	**Assessment Completed by**: SLT
Description of Activity/Task Assessed: Extreme Heat	**Date of Assessment**: 23.06.26	**Review Date**: 25.06.26

No	What is the Hazard? (i.e. potential causes of injury/damage)	Who might be harmed	How might people be harmed?	Existing Risk Control Measures	Risk Rating			Additional Controls	Residual Risk Rating			Action monitored by whom?	Action Completed by When?
					L	C	R		L	C	R		
1	High indoor temperatures (especially poor ventilated classrooms)	Pupil, Staff	Fatigue, loss of concentration, heat stress	Ventilation if outdoor temperature is cooler (eg: During morning hours) Use fans /Air con Regular breaks	3	3	9	Relocate to cooler rooms (identify cooler parts of the school at different times of the day. These rooms can be used in rotation if required) Shade sun facing windows (eg; Blinds) Avoid over crowding Monitor indoor temp daily	3	3	9	SLT / Premises	Hourly Checks
2	Direct sun exposure (e.g. PE, sports day etc)	Pupil, Staff	Hyperthermia, Sunburn	Children should not take part in vigorous activities on hot days Trip risk assessments include weather forecast check Avoid peak hours (especially between 11am and 3pm) Consider portable shades (Risk assessment required)	3	3	9	Encourage children to stay in shade as much as possible Teachers and other educational professionals who manage or work in schools or early years settings should sign up to receive Weather-Health Alerts from the UK Health Security Agency (UKHSA) and the Met Office Reschedule trips or shorten duration Use sunblock (schools should manage the risks associated with students bringing and using their own sunblock)	3	3	9	SLT / Premises	Hourly Checks

								Encourage hats					
3	Dehydration	Pupil, Staff	Dizziness, headache, fainting	Provide and promote drinking plenty of water Reduce vigorous activities All pupils – Particular attention given to SEND and Vulnerable pupils are reminded regularly to drink water	3	3	9		3	3	9	SLT / All staff	Hourly Checks
4	Heat exhaustion/ stroke	Pupil, Staff	Nausea, vomiting, loss of consciousness, medical emergency	Children should not take part in vigorous activities on hot days Indoor cooling areas available Uniform rules should be relaxed. Promote wearing loose clothing in light colours	3	3	9	All staff should receive training to recognise and respond to signs of heat exhaustion and heatstroke, including appropriate first aid measures and escalation procedures Provide cooling packs / wet towels	3	3	9	SLT/ All staff	Twice daily am and pm, for one week
5	Vulnerable individuals (e.g. students/staff with health conditions, children under 4, adults over 65)	Pupil, Staff	Increased health risk due to inability to regulate temperature	Identify and conduct risk assessment for vulnerable individuals on site	3	3	9	Allow early dismissal – parents can collect from 1.30pm.	3	3	9	SLT	Continue to monitor daily

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					L	C	R		L	C	R		
6	Increased fire risk	Staff, Pupil	Fire , explosion	Remove dry leaves, rubbish, combustible or flammable materials from around buildings Regular monitor by fire safety in charge for any fire and evacuation risk Regular inspection of fire alarm, extinguishers	3	3	9	Avoid storage of combustible materials near windows, hot equipment	3	3	9	SLT / Premises	Continue to monitor daily
7	Technology overheating	Staff, Pupil	Fire risk, equipment failure, disruption to learning	Switch off unused devices Ensure adequate ventilation for devices Monitor equipment temperatures Ensure regular maintenance	3	3	9	Remind staff members	3	3	9	SLT / all staff	Continue to monitor daily
8	Food spoilage in hot kitchens	Pupil, staff	Foodborne illnesses from improper storage/serving	Avoid perishable food in menus Revise food hygiene risk assessment Fridge/freezer temps checked daily	3	3	9		3	3	9	SLT / premises / kitchen staff	Continue to monitor daily
9	Storage of hazardous substances in heat	Pupils, staff	Chemical reactions, pressure build-up in containers	Store in shaded, ventilated rooms	3	3	9	Review COSHH Assessment Relocate high-risk substances if required Monitor high pressure systems eg; Boiler pressure vessels, steam engine ,auto claves	3	3	9	SLT / premises / kitchen staff	Continue to monitor daily
9a	Wet floors from water bottles or cooling activities	Pupils, staff	Slips, trips, falls	Staff supervision during water breaks	3	3	9		3	3	9	SLT / all staff	Monitor throughout the whole day

				Signage and quick mopping routines									
10	Lack of awareness among staff about the risks	Pupils, staff	Fire incidents, medical emergencies	Conduct briefing sessions for staff eg; Toolbox talks	3	3	9		3	3	9	SLT / all staff	Monitor throughout the whole day
11	Lack of awareness among pupils about the risks	Pupils, staff	Fire incidents, medical emergencies	Raise awareness among students during assemblies Increased supervision	3	3	9		3	3	9	SLT / all staff	Monitor throughout the whole day
12	Off-gassing from rubber flooring/surfaces when exposed to high temperatures (e.g. playgrounds, sports pitches, indoor rubber flooring near windows)	Pupils ,Staff ,Visitors, Vulnerable individuals (e.g. asthma sufferers, young children)	Headaches, dizziness, nausea ,Worsening of existing respiratory conditions (e.g. asthma)	General supervision of outdoor and indoor areas Temperature awareness during hot weather periods Some shaded areas available outdoors Ventilation in indoor spaces (windows/airflow)	3	3	9	Monitor surface temperatures of rubber flooring during hot weather Restrict or avoid use of rubber surfaces during peak heat . Provide clear staff guidance on recognising symptoms of exposure Lightly hose or spray rubber flooring with water to reduce surface temperature during hot weather	3	3	9	SLT / Premises	Monitor throughout the whole day
13	Reduced staff capacity due to heat/fatigue	Staff, pupils	Reduced concentration, slower response times, increased likelihood of mistakes or reduced supervision	Regular staff wellbeing checks. Existing breaks maintained. SLT monitor staffing levels and redeploy if required.	3	3	9	Monitor staff wellbeing, allow additional short comfort breaks where possible and review deployment in hotter areas.	3	3	9	SLT / all staff	Daily
14	Classrooms with limited airflow / higher temperatures	Pupils, staff	Heat stress, discomfort, reduced ability to learn and concentrate	Ventilation used where appropriate. Fans/air conditioning available where provided.	3	3	9	Identify cooler rooms and relocate groups/classes where necessary. Remove unnecessary heat sources and keep airflow maximised where safe.	3	3	9	SLT / Premises	Daily
15	Playground surfaces becoming excessively hot	Pupils, staff	Burns from hot equipment/surfaces,	Supervision of outdoor areas and access to shaded areas.	3	3	9	Check playground equipment before use. Restrict use of hot surfaces/equipment and	3	3	9	SLT / Premises	Throughout the day

			discomfort and increased risk during outdoor play					increase shaded play opportunities.						
16	Sunburn / UV exposure during outdoor activities	Pupils, staff, visitors	Sunburn, discomfort and increased health risks from prolonged exposure	Children encouraged to wear hats and avoid prolonged direct sunlight.	3	3	9	Promote sun protection messages, review outdoor activities using weather/UV information and maximise shade.	3	3	9	All staff	Daily
17	Medical needs during extreme heat	Pupils and staff with medical conditions/ SEND	Worsening symptoms or medical emergency due to heat exposure	Existing medical information and support plans available.	3	3	9	Ensure staff know vulnerable pupils/staff. Check access to medication and first aid arrangements.	3	3	9	SLT / First Aiders	Daily
18	Visitors, contractors and volunteers exposed to heat	Visitors, contractors, volunteers	Heat exhaustion, dehydration	Normal safeguarding and visitor arrangements in place.	2	3	6	Provide information regarding hot weather arrangements and ensure access to water/shade for outdoor workers.	2	3	6	Premises / SLT	As required
19	Arrival and collection periods during extreme heat	Pupils, parents, staff	Exposure while waiting outside, dehydration	Supervision during arrival and collection times.	3	3	9	Provide shaded waiting areas where possible and avoid unnecessary outdoor waiting.	3	3	9	SLT / Staff	Daily
20	Emergency evacuation during extreme heat	Pupils, staff	Extended exposure to heat during evacuation or assembly	Fire evacuation procedures remain in place.	3	3	9	Review assembly points and consider shaded alternatives where possible. Ensure water availability if prolonged evacuation occurs.	3	3	9	SLT / Premises	Review during heat events