**The Enchanted Wood Day Nursery Limited**

**Health and Safety Policy**



**CONTENTS**

Contents

[INTRODUCTION 4](#_Toc185501703)

[2. ENVIRONMENTAL, HEALTH AND SAFETY POLICY STATEMENT 8](#_Toc185501704)

[3. ORGANISATION FOR HEALTH AND SAFETY 10](#_Toc185501705)

[4. HEALTH AND SAFETY RESPONSIBILITIES 12](#_Toc185501706)

[Nursery Director & Manager 13](#_Toc185501707)

[Deputy Managers 14](#_Toc185501708)

[Room Leaders 15](#_Toc185501709)

[Health and Safety Co-ordinator 16](#_Toc185501710)

[Fire Marshals 17](#_Toc185501711)

[Employees 18](#_Toc185501712)

[Contractors 19](#_Toc185501713)

[WorkNest 20](#_Toc185501714)

[5. HEALTH AND SAFETY RULES 22](#_Toc185501715)

[Rules Covering Gross Misconduct 25](#_Toc185501716)

[6. ARRANGEMENTS 27](#_Toc185501717)

[Accident, Incident and Ill-Health Recording, Reporting and Investigation 27](#_Toc185501718)

[Communication and Consultation 29](#_Toc185501719)

[Disabled Persons 30](#_Toc185501720)

[Display Screen Equipment 31](#_Toc185501721)

[Drugs and Alcohol 32](#_Toc185501722)

[Electricity 33](#_Toc185501723)

[Environment 34](#_Toc185501724)

[Fire 35](#_Toc185501725)

[First Aid 36](#_Toc185501726)

[Gas Installations and Appliances 38](#_Toc185501727)

[Hazardous Substances (COSHH) 39](#_Toc185501728)

[Health, Safety and Welfare 40](#_Toc185501729)

[Health Surveillance 41](#_Toc185501730)

[Infection Control 43](#_Toc185501731)

[Legionnaires Disease 45](#_Toc185501732)

[Lone Working 47](#_Toc185501733)

[Manual Handling 48](#_Toc185501734)

[New and Expectant Mothers 50](#_Toc185501735)

[Outdoor and Peripatetic Working 51](#_Toc185501736)

[Personal Protective Equipment 52](#_Toc185501737)

[Risk Assessment 53](#_Toc185501738)

[Smoking 54](#_Toc185501739)

[Temporary Employees 55](#_Toc185501740)

[Training 56](#_Toc185501741)

[Violence 58](#_Toc185501742)

[Visitors 59](#_Toc185501743)

[Window Restrictors 60](#_Toc185501744)

[Work Equipment 61](#_Toc185501745)

[Working Time Regulations 62](#_Toc185501746)

[Young People 63](#_Toc185501747)

[7. RISK ASSESSMENT 65](#_Toc185501748)

[Risk Assessment 65](#_Toc185501749)

[Fire Risk Assessment 69](#_Toc185501750)

[8. MONITORING OF HEALTH AND SAFETY 72](#_Toc185501751)

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| **INTRODUCTION** |

## INTRODUCTION

This Health and Safety manual has been prepared by WorkNest on our behalf and with our involvement. It contains our Health and Safety Policy as required by the Health and Safety at Work Act 1974 and it defines the way we manage the health and safety hazards and risks associated with our business, premises and activities.

The Enchanted Wood Day Nursery Limited are committed to managing health and safety effectively to protect our employees and other persons with whom we interact because we recognise that we have not only a moral and legal duty but also that our employees are our greatest asset.

Our Health and Safety Policy Statement sets out our commitment and the objectives we aspire to in managing health and safety. It is signed by the most senior person in our organisation to demonstrate that our commitment is led from the top.

Our approach to managing health and safety will be pragmatic and proportionate and will be prioritised according to risk with the objective of maintaining continuous improvement. We accept that we cannot eliminate risk from everything we do but we can manage risk in such a way that exposure to hazards is controlled as far as is reasonably practical.

We recognise that improvement in health and safety will not happen by chance and that planning to manage using a systematic approach through risk assessment is a necessary first step and an ongoing process. In moving forwards we will wherever possible eliminate risk through selection and design of buildings, facilities, equipment and processes. Where risks cannot be eliminated they will be minimised by the use of physical controls or, as a last resort, through systems of work and personal protection.

Our success in managing health and safety will be measurable and we look to establish performance standards against which we can monitor our progress to identify future actions to go into our improvement programme.

Based on our performance measurement in the form of accident monitoring, internal monitoring and external audits we will review our health and safety arrangements periodically and at least annually. The results of our measurement will be recorded and presented to the Board in our Annual Report.

This Policy has been created by the named consultant from WorkNest with the co-operation of our staff. They have signed the Policy to confirm that at the time of creation it is suitable, sufficient and relevant to our circumstances and operations. Our nominated responsible person has signed the Policy to confirm that it is a true reflection of the activities and operations that we undertake and the circumstances in which the Nursery operates.

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| --- | --- | --- |
| **Creation Date** | **Signed on behalf of WorkNest** | **Confirmed** |
| 09/12/2024 | Richard Pilling |  |

**POLICY REVIEW**

This Health and Safety Policy will be reviewed annually by WorkNest in conjunction with our nominated responsible person. As each review is completed it will be signed off by the consultant from WorkNest and confirmed by our nominated responsible person.

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| **Review Date** | **Signed on behalf of WorkNest** | **Confirmed** |
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**DOCUMENT CONTROL**

The electronic copy of the Health and Safety Policy provided by WorkNest will remain the controlled copy. Where further controlled copies are required then these should be issued accordingly and added to a register of controlled copies. Any amendments made to the policy will be provided for each of the controlled copies to ensure all controlled copies in circulation remain up to date.

If uncontrolled copies of the policy are printed either in whole or part, or if uncontrolled electronic copies are issued, then these will be clearly marked as an ‘UNCONTROLLED COPY’.

**Register**

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| **Copy Number or Reference** | **Location kept** |
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**AMENDMENT RECORD**

Any amendments made to the Health and Safety Policy will be recorded below with information on changes made.

Where significant changes are to be made which could impact on the business or our clients, we will consider the reasons for change, potential problems and how it will be implemented.

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**LEGISLATION**

Extracts of relevant legislation are provided for ease of reference on the WorkNest webpage. Full copies of relevant legislation are available on the Office of Public Sector Information web page ([www.opsi.gov.uk](http://www.opsi.gov.uk)) and the National Archives ([www.legislation.gov.uk](http://www.legislation.gov.uk/))

**GUIDANCE**

Guidance on a number of health and safety issues can be accessed by logging onto the WorkNest webpage which we hope you will find useful as a quick reference source.

Should you require further advice or assistance not available here then remember that advice on any health and safety issue is available from the WorkNest advice line - **Tel: 0345 226 8393.**

**FORMS**

Relevant forms and templates that may be utilised can be accessed by logging onto the WorkNest webpage.

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| **POLICY STATEMENTS** |

## 2. ENVIRONMENTAL, HEALTH AND SAFETY POLICY STATEMENT

The management of The Enchanted Wood Day Nursery Limited operates an integrated environmental, health and safety management system, which is geared towards the identification and control of key processes in our organisation. It is also our intention to encompass environmental, health and safety best practice into our business activities and decisions and to:

* bring this Policy Statement to the attention of all stakeholders
* carry out regular audits of our environmental, health and safety management systems
* comply with legislation, guidance and approved codes of practice issued at International, National and Local levels
* eliminate risks to the environment, health and safety, where possible, through selection and design of materials, buildings, facilities, equipment and processes
* ensure that emergency procedures are in place at all locations for dealing with foreseeable environmental, health and safety incidents
* establish meaningful, measurable targets and goals for environmental, health and safety performance
* maintain an open and constructive dialogue on environmental, health and safety issues with our employees, contractors, suppliers, customers and regulatory authorities
* maintain our premises, provide and maintain safe plant and equipment
* minimise waste and increase recycling within the framework of our waste management procedures
* only engage contractors who are able to demonstrate due regard to environmental, health and safety law
* prevent pollution to land, air and water
* promote environmentally responsible purchasing
* provide adequate resources to control the environmental, health and safety risks arising from our work activities
* provide adequate training and ensure that all employees are competent to do their tasks
* raise awareness, encourage participation and train employees in environmental, health and safety matters
* reduce the use of water, energy and any other natural resources
* seek opportunities to continuously improve our ability to identify measure and control the environmental, health and safety impacts of our activities.

This Policy will be reviewed at least annually and revised as necessary to reflect changes to the business activities and any changes to legislation. Any changes to the Policy will be brought to the attention of all stakeholders.

**Signed: E.PARSONS Dated: 25/03/2025**

**Name:** Elly Parsons **Position:** Nursery Director & Manager

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| **ORGANISATION FOR****HEALTH & SAFETY** |

## 3. ORGANISATION FOR HEALTH AND SAFETY

The overall responsibility for health and safety rests at the highest management level. However, it is the responsibility of every employee to co-operate in providing and maintaining a safe place of work.

This part of our policy allocates responsibilities to line managers to provide a clear understanding of individuals’ areas of accountability in controlling factors that could lead to ill health, injury or loss. Managers are required to provide clear direction and accept responsibility to create a positive attitude and culture towards health and safety.

The following positions have been identified as having key responsibilities for the implementation of our health and safety arrangements:

Elly Parsons – Nursery Director & Manager

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| **HEALTH AND SAFETY****RESPONSIBILITIES** |

## 4. HEALTH AND SAFETY RESPONSIBILITIES

### Nursery Director & Manager

The Nursery Director & Manager has overall responsibility for ensuring our compliance with Health and Safety legislation but delegates the responsibility for implementation to the Deputy Managers.

The Deputy Managers will ensure that:

* our Health and Safety Policy is implemented, monitored, developed, communicated effectively, reviewed and amended as required
* a health and safety plan of continuous improvement is created and senior management monitor progress against agreed targets
* suitable and sufficient funds, people, materials and equipment are provided to meet all health and safety requirements
* senior management designated with health and safety responsibilities are provided with support to enable health and safety objectives to be met
* a positive health and safety culture is promoted and that senior management develop a pro-active safety culture which will permeate into all activities undertaken and reach all personnel
* a system of communication and consultation with employees is established
* effective training programmes have been put in to place
* an annual report on the safety performance of the Nursery is presented to the Board.

### Deputy Managers

The Deputy Managers will ensure that in their areas of control:

* they actively lead the implementation of our Health and Safety Policy
* they supervise their staff to ensure that they work safely, providing increased supervision for new and young workers
* safe systems of work are developed and implemented
* risk assessments are completed, recorded and regularly reviewed
* accidents, ill health and 'near miss' incidents at work are investigated, recorded and reported
* they communicate and consult with staff on health and safety issues
* they encourage staff to report hazards and raise health and safety concerns
* safety training for staff is identified, undertaken and recorded to ensure staff are competent to carry out their work in a safe manner
* issues concerning safety raised by anyone are thoroughly investigated and, when necessary, further effective controls implemented
* premises, plant and work equipment are maintained in a safe condition
* statutory examinations are planned, completed and recorded
* personal protective equipment is provided, staff instructed in its use and that records are kept
* adequate arrangements for fire and first aid are established
* any safety issues that cannot be dealt with are referred to the Nursery Director & Manager for action
* welfare facilities provided are maintained in a satisfactory state
* hazardous substances are stored, transported, handled and used in a safe manner according to manufacturers' instructions and established rules and procedures
* health surveillance is carried out and records are kept
* contractors engaged are reputable, can demonstrate a good health and safety record and are made aware of relevant local health and safety rules and procedures
* health and safety notices are displayed
* agreed safety standards are maintained particularly those relating to housekeeping
* health and safety rules are followed by all.

### Room Leaders

The Room Leaders will ensure that in their areas of control:

* they implement our Health and Safety Policy
* they supervise their staff to ensure that they work safely, providing increased supervision for new and young workers
* they communicate and consult with staff on health and safety issues
* health and safety rules are followed by all
* they encourage staff to report hazards and raise health and safety concerns
* issues concerning safety raised by anyone are thoroughly investigated and, when necessary, further effective controls implemented and communicated to staff
* any safety issues that cannot be dealt with are referred to a senior manager for action
* safety training for staff is identified, undertaken and recorded to ensure they are competent to carry out their work in a safe manner
* safe systems of work are developed and implemented
* accidents, ill health and 'near miss' incidents at work are recorded, investigated and reported
* personal protective equipment is readily available and maintained, and relevant staff are aware of the correct use of this and the procedures for replacement
* hazardous substances are stored, transported, handled and used in a safe manner according to manufacturers' instructions and established rules and procedures.

### Health and Safety Co-ordinator

The Health and Safety Co-ordinator will ensure that:

* management are advised of relevant changes in health and safety legislation, codes of practice and industry standards
* risk assessment requirements are co-ordinated and the implementation of any action required is monitored
* risk assessments are reviewed regularly and any changes are brought to the attention of staff who may be affected
* regular meetings are held where health and safety issues can be discussed, progress made against objectives and plans monitored and actions decided
* provide advice on health and safety training requirements
* details of accidents, dangerous occurrences or diseases that are notifiable are reported to the Enforcing Authorities
* assist Managers in investigating and recording accident investigations
* contact with external organisations such as the emergency services is co-ordinated
* health surveillance assessment requirements are identified and advised to management
* the schedule of statutory examinations of plant and equipment is maintained and managers are made aware of impending examinations.

### Fire Marshals

Fire Marshals will ensure that in their designated area of responsibility they:

* monitor the general fire safety of the area that they have been allocated to
* check corridors and walkways to ensure combustible materials are not stored there
* monitor escape routes to see they are kept free of obstructions
* check that fire doors are not tied, propped or wedged open
* check that final exit doors are not obstructed
* check that extinguishers are where they should be and no obvious misuse or defect has occurred.

**When the fire alarm sounds, Fire Marshals must:**

* without putting themselves at risk, sweep through their allocated area and verbally encourage staff to leave via the nearest fire escape route. Fire Marshals should aim to finish their sweep at a fire exit and should not delay their own escape unduly
* check all accessible rooms including toilets and offices to make sure staff have evacuated the area or in case someone is waiting for assistance to evacuate. If there are signs of fire in a room (e.g. smoke coming out around the door), they should note the fact but should not enter or open the door
* if there is no immediate danger, ensure that all windows and doors are closed en-route to the fire exit
* report to the senior manager at the fire assembly point to report any signs of fire in their area, to report if anyone is at risk and to advise if their area is clear
* take part in any post-alarm de-briefing to identify any shortcomings in the fire evacuation procedures.

Fire Marshals are not expected to unnecessarily delay their own exit from the building or to jeopardize their own safety at any time. Fire Marshals are not expected to fight a fire or to use a fire extinguisher except to aid their own escape. However if the fire is in their area of responsibility and they are trained and competent to do so, Fire Marshals may attempt to tackle a small fire if it is safe to do so and using the appropriate extinguisher.

### Employees

All employees must:

* take reasonable care of their own safety
* take reasonable care of the safety of others affected by their actions
* observe the safety rules
* comply with the Health and Safety Policy
* conform to all written or verbal instructions given to them to ensure their personal safety and the safety of others
* dress sensibly and safely for their particular working environment or occupation
* conduct themselves in an orderly manner in the work place and refrain from any antics or pranks
* use all equipment, safety equipment, devices and protective clothing as directed
* avoid any improvisations of any form which could create an unnecessary risk to their personal safety and the safety of others
* maintain all equipment in good condition and report defects to their supervisor
* report any safety hazard or malfunction of any item of plant or equipment to their supervisor
* report all accidents to their supervisor whether an injury is sustained or not
* attend as requested any health and safety training course
* observe all laid down procedures for processes, materials and substances used
* observe the fire evacuation procedure and the position of all fire equipment and fire exit routes.

### Contractors

All contractors must:

* take reasonable care of their own safety
* take reasonable care of the safety of others affected by their actions
* observe the safety rules
* submit their health and safety policy and relevant risk assessments to us for approval
* comply with and accept our health and safety policy, if they do not have one
* conform to all written or verbal instructions given to them to ensure their personal safety and the safety of others
* dress sensibly and safely for their particular working environment or occupation
* conduct themselves in an orderly manner in the work place and refrain from any antics or pranks
* use all equipment, safety equipment, devices and protective clothing as directed
* avoid any improvisations of any form which could create an unnecessary risk to their personal safety and the safety of others
* maintain all equipment in good condition and report defects to their supervisor
* report any safety hazard or malfunction of any item of plant or equipment to their supervisor
* report all incidents to their supervisor and to us whether an injury is sustained or not
* attend as requested any health and safety training course
* observe all laid down procedures for processes, materials and substances used
* observe the fire evacuation procedure and the position of all fire equipment and fire exit routes.

### WorkNest

WorkNest, in agreement with management, provides us with the following services:

* development of our documentation throughout the period of our contract and keeping it updated for:
	+ changes in Health and Safety legislation relevant to us
	+ organisational changes which affect our management system.
* a general risk assessment in the first part of the contract that forms the basis of our risk management programme and helps us plan our future actions to reduce risk.
* a consultant visit to train senior managers and to support our implementation of this Policy by:
	+ assisting us to complete specific risk assessments
	+ providing further training, as agreed, on relevant agreed topics
	+ reviewing and auditing our health and safety procedures and legal compliance
	+ providing advice on implementing changes and system procedures.

WorkNest is also contracted to:

* fulfil the role of 'Competent Person', providing advice and assistance on Health and Safety issues
* provide for us a telephone advisory service - available 24 hours per day, 365 days of the year
* provide crisis help if we have a serious accident or incident involving the Enforcement Authorities
* provide briefings to help keep us up to date with new and forthcoming legislation.

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| **HEALTH AND****SAFETY RULES** |

## 5. HEALTH AND SAFETY RULES

This section of our Health and Safety Policy specifies the rules laid down for the attention of all employees. These rules are prepared in accordance with legal requirements and acknowledged safe working practices. In addition to the legal duty imposed upon employees to comply with these rules, failure to observe them will be considered to be a breach of the contract of employment and will result in disciplinary action being taken.

Employees are reminded that a breach of health and safety legislation by an employee is a criminal offence and action taken by an Enforcing Officer against an individual may result in heavy penalties.

Safety rules may vary depending upon the nature of work and the circumstances therefore the overriding requirement is that employees are expected to act in a sensible manner and adhere to verbal instructions given by Management.

**General**

* It is the duty of all employees to co-operate with management in fulfilling our legal obligations in relation to health and safety.
* Employees must not intentionally or recklessly interfere with anything provided in the interests of health, safety or welfare.
* Employees are required to notify to management of any unsafe activity, item or situation.

**Working Practices**

* Employees must not operate any item of plant or equipment unless they have been trained and authorised.
* Employees must make full and proper use of all equipment guarding.
* Employees must not clean any moving item of plant or equipment.
* Employees under the age of 18 years must not operate any item of plant or equipment unless they have received sufficient training or are under adequate supervision.
* Employees must not make any repairs or carry out maintenance work of any description unless authorised to do so.
* Employees must use all substances, chemicals, liquids etc, in accordance with all written instructions.
* Employees must not smoke except in prescribed areas.

**Hazard / Warning Signs and Notices**

* Employees must comply with all hazard/warning signs and notices displayed on the premises.

**Working Conditions / Environment**

* Employees must make proper use of all equipment and facilities provided to control working conditions/ environment.
* Employees must keep stairways, passageways and work areas clear and in a clean and tidy condition.
* Employees must dispose of all rubbish, scrap and waste materials within the working area, using the facilities provided.
* Employees must clear up any spillage or liquids within the work area in the prescribed manner.
* Employees must deposit all waste materials and substances at the correct disposal points and in the prescribed manner.

**Protective Clothing and Equipment**

* Employees must use all items of protective clothing/equipment provided as instructed.
* Employees must store and maintain protective clothing/equipment in the approved manner.
* Employees must report any damage, loss, fault or unsuitability of protective clothing/equipment to their supervisor.

**Fire Precautions**

* Employees must comply with all laid down emergency procedures.
* Employees must not obstruct any fire escape route, fire equipment or fire doors.
* Employees must not misuse any fire fighting equipment provided.
* Employees must report any use of fire fighting equipment to their supervisor.

**Accidents**

* Employees must seek medical treatment for work related injuries they receive by contacting a designated first aider. Upon returning from treatment they must report the incident to their supervisor.
* Employees must ensure that any accident or injury treatment is properly recorded in the Accident Book.
* Employees must notify management of any incident in which damage is caused to property.

**Health**

* Employees must report to management any medical condition or medication which could affect the safety of themselves or others.
* Employees must co-operate with the management on the implementation of the medical and occupational health provisions.

### Rules Covering Gross Misconduct

An employee will be liable to summary dismissal if they are found to have acted in any of the following ways:

* A serious or wilful breach of Safety Rules.
* Unauthorised removal or interference with any guard or protective device.
* Unauthorised operation of any item of plant or equipment.
* Unauthorised removal of any item of first aid equipment.
* Wilful damage to, misuse of or interference with any item provided in the interests of Health and Safety or welfare at work.
* Unauthorised removal or defacing or any label, sign or warning device.
* Horseplay or practical jokes which could cause accidents.
* Making false statements or in any way deliberately interfering with evidence following an accident or dangerous occurrence.
* Misuse of any item of equipment, utensil, fitting/ fixture, vehicle or electrical equipment.
* Deliberately disobeying an authorised instruction.

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| **ARRANGEMENTS** |

## 6. ARRANGEMENTS

### Accident, Incident and Ill-Health Recording, Reporting and Investigation

This policy sets out the procedures that are to be followed when any employee, visitor or contractor has an accident, near miss or dangerous occurrence on the Nursery’s premises during the course of their employment.

This will also apply to visitors who are members of the public and are therefore not at work. In addition employees who develop a work-related illness must also report via these procedures.

**Definitions:**

An **accident** is an unplanned event that causes injury to persons, damage to property or a combination of both.

A **near miss** is an unplanned event that does not cause injury or damage but could do so.

A **work-related illness** is a prescribed illness that is obtained by an employee through the course of work or from a non-employee as a result of activities carried out by the Nursery.

**The Accident Book**

All accidents resulting in personal injury must be recorded in the Nursery’s Accident Book.

The Accident Book will comply with the requirements of the Data Protection Act.

The Accident Book will be reviewed regularly by senior management to ascertain the nature of incidents that have occurred in the workplace. This review will be in addition to any investigation of the circumstances surrounding each incident.

All near misses must also be reported to management as soon as possible so that action can be taken to investigate the causes and to prevent recurrence.

Employees must ensure that they are aware of the location of the accident book.

**Reporting Requirements**

Certain accidents causing injury, both fatal and non-fatal, certain occupational diseases and certain dangerous occurrences are reportable to the Enforcing Authority under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).

The following events must be reported to the Health and Safety Executive:

* A death
* A specified injury to an employee as detailed in regulation 4
* An injury to a non-employee where that person is taken directly to hospital for treatment as a result of their injury
* Any dangerous occurrence
* Any employee diagnosed by a qualified medical practitioner as suffering from a disease specified in the Regulations
* Any employee diagnosed with a cancer caused by work-related exposure to a known carcinogen or mutagen.

Injuries that lead to a worker being incapacitated for **more than seven consecutive days** as the result of an occupational accident or injury (not countingthe day of the accident but including weekends and rest days) must also be reported within 15 working days using the Health and Safety Executive (HSE) website.

You **must** also keep a recordof an accident if the worker has been incapacitated for **more than three consecutive days**. If you are an employer, who must keep an accident book under the Social Security (Claims and Payments) Regulations 1979, that record can be treated as a record for the purposes of RIDDOR.

Contact details for the Health and Safety Executive are:

**Tel:** 0345 300 9923 (Monday to Friday 8:30am to 5:00pm)

**Website:** [www.hse.gov.uk](http://www.hse.gov.uk)

For further advice on injuries, diseases or dangerous occurrences requiring notification please contact the WorkNest Advice Line. (Tel: 0345 226 8393)

The completed report form sent back by the HSE should be kept with the other accident records and documents; this will confirm the notification has been made.

Accident report, completed notification form and investigation notes, witness statements and photographs are to be kept on file to advise the insurers of a potential claim and to present to the Enforcing Authority in the event of an investigation.

Records are to be kept for 3 years from the date of the incident.

**Investigation**

All injury related accidents that are either notified to the Enforcing Authority or where a serious injury has occurred will be investigated:

* to ensure that all necessary information in respect of the accident or incident is collated
* to understand the sequence of events that led to the accident or incident
* to identify the unsafe acts and conditions that contributed to the cause of the accident or incident
* to identify the underlying causes that may have contributed to the accident or incident
* to ensure that effective remedial actions are taken to prevent any recurrence
* to enable a full and comprehensive report of the accident or incident to be prepared and circulated to all interested parties
* to enable all statutory requirements to be adhered to.

The investigation will include obtaining signed witness statements, photographs and drawings as appropriate.

### Communication and Consultation

It is a legal requirement for the Nursery to establish arrangements to communicate and consult with employees on issues affecting their health and safety and to take account of their views.

To achieve this objective we will:

* establish effective lines of communication
* involve and consult with employees through:
	+ individual conversations
	+ notice boards
	+ internal publications
	+ staff meetings
	+ health and safety meetings.
* display the ‘Health and Safety Law – What You Need To Know’ poster
* consult with employees when changes to processes, equipment, work methods etc. are to be introduced that may affect their health and safety.

Where it is not practical to consult with all employees directly and it would be more appropriate to communicate and consult through employee representatives, we will arrange for representatives of employee safety to be elected.

The Nursery will allow all representatives an appropriate amount of time away from their normal duties in order to complete their duties as representatives. We will not hinder representatives in the execution of their normal functions as defined by law.

### Disabled Persons

The Nursery will give full and proper consideration to the needs of disabled employees and visitors.

To achieve this, the Nursery will:

* treat all disabled employees and visitors with respect and dignity, both in the provision of a safe working environment and in equal access to the organisation’s facilities
* ensure that risk assessments are undertaken of the special needs of the disabled and carry out reasonable adjustments to the premises and/or employment arrangements
* encourage employees with special needs to suggest any premises or task improvements to their line managers
* discipline any employees found treating their disabled colleagues with less than the expected standards of respect and dignity
* in an emergency evacuation, ensure suitable plans are in place which will assist disabled people to leave the premises swiftly.

### Display Screen Equipment

All reasonable steps will be taken by the Nursery to secure the health and safety of employees who work with display screen equipment.

To achieve this objective the Nursery will:

* carry out an assessment of each user’s workstation
* implement necessary measures to remedy any risks found as a result of the assessment
* provide adequate information and training to persons working with display screen equipment
* endeavour to incorporate changes of task within the working day, to prevent intensive periods of on-screen activity
* review software to ensure that it is suitable for the task and is not unnecessarily complicated
* arrange for the provision of free eye tests when requested, at regular intervals thereafter and where a visual problem is experienced
* arrange for the supply, at a subsidised cost up to a maximum limit of £case by case, for any corrective appliances (glasses or contact lenses) where these are required specifically for working with display screen equipment
* advise existing employees, and all persons applying for work with display screen equipment, of the risks to health and how these are to be avoided
* investigate any discomfort or ill-health believed to be associated with the use of display screen equipment and take appropriate remedial action
* make special arrangements for individuals with health conditions that could be adversely affected by working with display screen equipment.

Employees must:

* comply with the instructions and training given regarding safe workstation set-up and use, including the need for regular changes of activity or breaks and the use of the equipment provided
* inform their departmental supervisor/line manager of any disability or health condition which may affect their ability to work using display screen equipment or be affected by working with DSE (this information will be treated confidentially)
* report to their departmental supervisor/line manager any discomfort or health concern believed to be associated with the use of DSE (this information will be treated confidentially).

### Drugs and Alcohol

**Alcohol**

Employees must not drink alcohol on the Nursery’s premises or the premises of its customers or clients without express permission from a senior manager or director.

Any employee who is found consuming alcohol on the Nursery’s premises or the premises of its customers and clients without permission or is found to be intoxicated at work will normally face disciplinary action on the ground of gross misconduct under the Nursery’s disciplinary procedure.

**Drugs and medication**

The possession, use or distribution of drugs for non‑medical purposes on the Nursery’s premises is strictly forbidden and a gross misconduct offence.

If you are prescribed drugs by your doctor which may affect your ability to perform your work you should discuss the problem with your manager or supervisor.

If the Nursery suspects there has been a breach of this policy or your work performance or conduct has been impaired through substance abuse, the Nursery reserves the right to require you to undergo a medical examination to determine the cause of the problem.

**Medical Examination**

Existing and prospective employees may be asked to undergo a medical examination, which will seek to determine whether he/she has taken a controlled drug or has an alcohol abuse problem.

A refusal to give consent to such an examination or a refusal to undergo the screening will result in the immediate withdrawal of any offer made to prospective employees and will normally be treated as gross misconduct for employees.

If, having undergone a medical examination, it is confirmed that you have been positively tested for a controlled drug, or you admit there is a problem, the Nursery reserves the right to suspend you from your employment (with or without pay) to allow the Nursery to decide whether to deal with the matter under the terms of the Nursery’s disciplinary procedure and/or to require you to undergo treatment and rehabilitation.

**Reasonable Grounds**

The Nursery reserves the right to search you or any of your property held on Nursery premises at any time if there are reasonable grounds to believe that this policy is being or has been infringed or for any other reason. If you refuse to comply with these search procedures, your refusal will normally be treated as gross misconduct.

The Nursery reserves the right to inform the police of any suspicions it may have with regard to the use of controlled drugs by its employees on the Nursery’s premises.

### Electricity

All reasonable steps will be taken to secure the health and safety of employees who use, operate or maintain electrical equipment.

To ensure this objective the Nursery will:

* ensure electrical installations and equipment are installed in accordance with the Wiring Regulations (BS 7671) published by the Institution of Engineering and Technology (IET)
* maintain the fixed installation in a safe condition by carrying out routine safety tests
* inspect and test portable and transportable equipment as often as required to ensure safety
* promote and implement a safe system of work for maintenance, inspection and testing
* forbid live working unless absolutely necessary, in which case a permit to work system must be used
* ensure employees who carry out electrical work are competent to do so
* maintain detailed records.

Employees must:

* visually check electrical equipment for damage before use
* report any defects found to their line manager/supervisor
* not use defective electrical equipment
* not carry out any repair to any electrical item unless qualified to do so
* switch off non-essential equipment from the mains when left unattended for long periods
* not bring any electrical item onto the Nursery premises until it has been tested and a record of such a test has been included in the appropriate record
* not leave electric cables in such a position that they will cause a tripping hazard or be subject to mechanical damage.

### Environment

All reasonable steps will be taken to protect the environment. In order to discharge its responsibilities the management will:

* comply fully with all relevant legal requirements, codes of practice and regulations
* prevent pollution to land, air and water
* reduce water and energy use
* minimise waste and increase recycling within the framework of our waste management procedures
* identify and manage environmental risks and hazards
* involve customers, partners, clients, suppliers and subcontractors in the implementation of our objectives
* promote environmentally responsible purchasing
* provide suitable training to enable employees to deal with their specific areas of environmental control
* improve the environmental efficiency of our transport and travel
* establish targets to measure the continuous improvement in our environmental performance
* eliminate risks to the environment through selection and design of buildings, facilities, equipment and processes. Where risks cannot be eliminated they will be minimised by the use of physical controls or, as a last resort, through systems of work and personal protection
* only engage contractors who are able to demonstrate due regard to environmental matters
* bring the Environmental Policy Statement to the attention of all employees.

**Environmental complaints procedure**

On receipt of a complaint about any environmental related matter the following procedure will be implemented:

* the name, address and contact details will be taken from the complainant along with details of the complaint including dates, times, frequency, impact and location
* full details of the complaint will be recorded and passed a Senior Manager or Director for an investigation to be instigated
* investigations will be commenced at the earliest opportunity and at least within 24 hours
* where the complaint is found to be justified immediate measures will be taken to remedy the problem as far as is reasonably practicable
* results of all investigations will be recorded and copied to the complainant, a Senior Manager or Director
* the complainant will be kept advised of the results of any investigation and the measures being taken to seek a solution; including details of the proposed timescales where immediate resolution is not possible.

All employees are responsible for working towards the objectives contained within this policy.

### Fire

All reasonable steps will be taken to prevent a fire occurring. In the event of fire, the safety of life will override all other considerations, such as saving property and extinguishing the fire.

In order to prevent fire and to minimise the likelihood of injury in the event of a fire the Nursery will:

* assess the risk from fire at our premises and implement appropriate control measures
* ensure good housekeeping standards are maintained to minimise the risk of fire
* provide and maintain safe means of escape from the premises
* develop a fire evacuation procedure for all buildings
* provide and maintain appropriate fire-fighting equipment
* regularly stage fire evacuation drills, inspect the means of escape and test and inspect fire-fighting equipment, emergency lighting and any fire warning systems
* provide adequate fire safety training to employees, plus specialist training to those with special responsibilities
* make arrangements for the safe evacuation of deaf or otherwise disabled persons
* make arrangements for ensuring all visitors are made aware of the fire evacuation procedures
* display fire action notices
* keep fire safety records.

The Nursery does not require persons to attempt to extinguish a fire but extinguishing action may be taken if it is safe to do so.

Immediate evacuation of the building must take place as soon as the evacuate signal is given. All occupants, on evacuation, should report to the pre-determined assembly points.

Re-entry of the building is strictly prohibited until the fire brigade officer or a senior person present declares it is safe to do so.

Employees are encouraged to report any concerns regarding fire procedures so the organisation can investigate and take remedial action if necessary.

### First Aid

The Nursery is committed to providing sufficient provision for first aid to deal with accidents and injuries that arise at work.

To achieve this objective the Nursery will:

1. appoint and train a suitable number of first aid personnel to cover all work patterns
2. display first aid notices with details of first aid provision
3. provide and maintain suitable and sufficient first aid facilities including first aid boxes
4. provide any additional first aid training that may be required to deal with specific first aid hazards.

The minimum first aid provision at all sites is an adequately stocked first aid box and an Appointed Person to take charge of the first aid arrangements.

**Appointed Person**

The Appointed Person duties include:

* taking charge when someone falls ill or is injured, including calling an ambulance if required
* looking after and maintaining the first aid box and contents.

The Appointed Person will not be required to provide treatment for which they have not been trained.

**First Aiders**

First aiders are qualified personnel who have received training and passed an examination in accordance with HSE requirements.

The numbers of first aid personnel at each location will be determined by individual circumstances, the level of risk and in line with current government guidance.

First aid personnel will be provided with refresher training at regular intervals to keep their skills up to date. All staff are paediatric trained in first aid.

**First Aid Boxes**

First aid boxes will be provided within the workplace to ensure there are adequate supplies for the nature of the hazards involved. All boxes will contain at least the minimum supplies suggested by L74: First Aid at Work Approved Code of Practice. Only specified first aid supplies will be kept. No creams, lotions or drugs, however seemingly mild, will be kept.

**Portable First Aid Kits**

Portable first aid kits will be available for staff members required to work away from the normal workplace, where access to facilities may be restricted, such as:

* staff whose work takes them to isolated or remote locations

**Mental Health First Aiders**

The Nursery has also appointed mental health first aiders. Mental health first aiders are qualified personnel who have received training in dealing with mental health issues employees may have. Having mental health first aiders raises employees’ awareness of mental ill‐health conditions, including signs and symptoms. Those trained have a better understanding of where to find information and professional support and are more confident in helping individuals experiencing mental ill‐health or a crisis. They will be identified on the signage for physical first aiders and will have the same access to refresher training and facilities.

### Gas Installations and Appliances

The Nursery will ensure that all work carried out on gas fittings and appliances are in accordance with the requirements of the regulations and the Safety in the Installation and Use of Gas Systems and Appliances Manual.

The Nursery is committed to achieving high standards of health and safety for all staff, visitors, customers and others. For these reasons employing, training, and arranging the assessments of operatives that are competent to work on gas installations and appliances – servicing, repairing or installing, is highly significant to supporting these aims.

The Nursery supports the aims of:

* reducing the waste of fuel and material
* increasing operational efficiency
* eliminating unnecessary emission of atmospheric pollutants
* reducing the risk to death, injury and distress to members of the public, staff and others who may be affected
* increasing confidence, amongst users, in the safe use of fossil fuels and fossil fuel burning appliances.

The Gas Safe Register (GSR) is the governing body approved by the Health and Safety Executive to register and monitor the activities of gas installation and use. Gas fitting operatives carrying out work on behalf of the company will be registered with the GSR.

No person shall interfere with any gas appliance or gas fitting or pipe work unless qualified and competent to do so.

### Hazardous Substances (COSHH)

All reasonable steps will be taken to ensure all exposure of employees to substances hazardous to health is prevented or at least controlled to within statutory limits.

The Nursery will implement the following:

* maintain an inventory of all substances hazardous to health kept or present on site and retain copies of relevant hazard data sheets
* competent persons will be appointed to carry out risk assessments of the exposure to substances hazardous to health and advise on their control
* all operations which involve, or may involve, exposure to substances hazardous to health will be assessed and appropriate control measures will be taken if elimination or substitution of the substance is not possible
* engineering controls will be properly maintained by planned preventive maintenance and annual performance monitoring to ensure continued effectiveness
* systems of work will be reviewed at suitable intervals and revised if necessary
* all employees and others who may work in the affected areas will be informed of the purpose and safe operation of all engineering controls
* personal protective equipment (PPE) will only be used as a last resort or as a back-up measure during testing or modification of other controls
* the type and use of PPE will be carefully assessed and maintained according to manufacturers’ instructions
* assessments will be reviewed periodically or if changes to the operation or any hazardous substances used
* qualified professionals, where necessary, will carry out health surveillance
* employee health records of all exposures to substances hazardous to health will be kept for a minimum of 40 years
* all employees will be provided with understandable information and appropriate training on the nature of the hazardous substances they work with. Employees will be informed about any monitoring and health surveillance results
* all changes to control measures and changes of PPE will be properly assessed and no new substances will be introduced into the workplace without prior assessment.

**Information and Training**

The Nursery will give sufficient information and training to ensure full understanding of the hazards to health posed by substances in the workplace and the importance of the control measures provided. Information will also be given to others who may be affected such as contractors, temporary staff and visitors where appropriate.

Managers and supervisors of areas which use substances hazardous to health will be given additional training to ensure the proper management of the risks.

### Health, Safety and Welfare

The Nursery is committed to providing suitable health, safety and welfare facilities in line with current legislation, in particular the provision of:

* adequate maintenance of workplace and equipment
* appropriate ventilation, temperature control and lighting
* suitable cleanliness and housekeeping standards
* adequate workspace allocation
* properly designed workstations
* well maintained traffic routes and floors
* appropriate fall protection
* suitable glazing
* safe access and egress (well maintained exits and entrances)
* appropriate sanitary and washing facilities
* separate toilet facilities for men and women
* plentiful wholesome drinking water supply and cups
* seating with an incorporated back rest
* accommodation for keeping clothing clean and dry
* facilities for changing, rest periods, hot drinks and meals preparation
* showering facilities if the nature of an employees’ work requires this
* appropriate first aid provision
* appropriate emergency, fire and evacuation equipment and procedures.

The Nursery recognises these responsibilities are required for any work whether on a remote work site, at their usual workplace or head office.

### Health Surveillance

Health surveillance is the early detection of adverse health risks associated with a work activity. It allows staff at increased risk to be identified and additional precautions to be taken as necessary. It is also a means of checking the effectiveness of the existing control measures.

To ensure adequate health surveillance is implemented the Nursery will:

* carry out risk assessments to identify those activities, processes or materials that are likely to give rise to a health risk
* ensure that adequate control measures are put in place to reduce risks as far as possible
* seek advice on risk reduction from our safety advisor, occupational hygienist or other relevant person as necessary
* seek the advice of relevant people on the need for health surveillance where it is thought that a residual health risk remains following the implementation of control measures
* advise employees of the health risks and the signs of ill health
* ensure employees co-operate with health surveillance procedures provided
* discuss with the relevant people any health concern brought to their attention by an employee.

**Format of Health Surveillance**

If a reliable test can be carried out, the format of health surveillance may include the use of questionnaires to determine symptoms and may also involve clinical examination or measurements, such as lung function testing, hearing tests or biological sampling.

**Frequency of Health Surveillance**

The level of risk will determine the frequency of health surveillance programmes. Where the risk is thought to be low, only baseline data will be required and staff should report to the team leader if any problems are experienced. Baseline data will usually be gathered at the employment interview.

If the risk is thought to be more significant, periodic health surveillance for all exposed staff will take place. In most cases this will be annual; however in some high-risk areas a more frequent programme may be agreed. More frequent surveillance may be required where a person’s medical history suggests a particular vulnerability. The responsible person or occupational health nurse will make this decision and manage the recall process.

If health problems are identified following health surveillance, control measures will be reviewed and where necessary enhanced.

The occupational health nurse or doctor will advise on any specific actions to take with regard to the affected employee, e.g.:

* reducing the length of exposure
* restricting work activities which cause exposure
* re-deploying the affected employee
* advising on additional personal protective equipment (PPE).

**Record Keeping**

The responsible person or occupational health nurse will, with the support of team leaders, ensure employees requiring health surveillance are identified and recalled at appropriate intervals.

Health records will be kept for a minimum of 40 years.

Employees will be allowed reasonable access to their health records and a copy offered to individuals when they leave the Nursery.

### Infection Control

For some work activities, staff may be at risk of infection or of spreading infection. Exposure to infections may arise at work from a number of situations, including:

* contact with people (e.g. Diphtheria, TB, MRSA, Norovirus, Gastroenteritis)
* contact with blood and bodily fluids (e.g. Tetanus, Hepatitis B or C, HIV)

The Nursery aims to prevent the spread of infection through work-based activities by adopting suitable control measures.

The Nursery will:

* undertake assessments to identify tasks or situations that may expose individuals or groups to potential infection
* identify, plan and implement controls and safe systems of work to prevent transmission of infection
* provided information, instruction and training to those identified at risk
* where required, provide personal protective equipment (PPE) and monitor its use and maintenance
* organise for the safe cleaning of equipment and where appropriate disinfection and thorough, cleaning of the premises
* arrange for safe disposal of any infected materials
* adopt good hygiene practices.

**Vaccination**

The risk assessment will also identify whether the staff involved in a particular task should be offered vaccinations against Hepatitis B and Tetanus.

Where this is identified, vaccinations shall be offered to individuals without charge.

**Training and Information**

Training and information will be provided to all employees who are identified from the risk assessment as being potentially exposed to infections.

Training will be given for any tasks they are employed to do, the equipment they will be using and any safe procedures to adopt.

**Staff Illness and Reporting**

It is important to remember that infection can also be passed onto people from staff. Staff should notify their manager if they develop any infectious disease that may affect work or people around them, for example:

* skin infections or exposed areas of infestation
* severe respiratory infection (e.g. pneumonia, TB)
* severe diarrhoea
* jaundice
* hepatitis
* Chicken Pox, Measles, Mumps, Rubella
* norovirus
* gastroenteritis
* HIV.

Managers will need to discuss with the individual suitable controls. In some cases, employees may need to be referred to an Occupational Health Practitioner or their GP for advice.

Staff should also report any illness or disease which has been contracted through work. In some circumstances if a staff member contracts a disease whilst at work, this is reportable under RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations). Certain diseases including Leptospirosis, Hepatitis, TB, and Tetanus are specifically required to be reported.

**Confidentiality**

Confidentiality will be maintained at all times in relation to an employee who is known to have any infectious disease.

No health information will be disclosed without the written consent of the employee concerned and any breach of such confidentiality, either inside or outside the organisation, will be regarded as a disciplinary offence and may result in disciplinary action.

**Pandemics and Epidemics**

When notified that the country is experiencing a pandemic or epidemic, the Nursery will aim to prevent the spread of infection through work-based activities by adopting suitable control measures.

The Nursery will:

* follow guidance given by government agencies and close work sites if instructed to or if employees or any person is put at risk,
* undertake risk assessments to identify tasks or situations that may expose individuals or groups to potential risks,
* monitor any changes to government guidance,
* manage the risk posed by contractors and visitors visiting the workplace,
* develop and implement an emergency action plan to deal with any potential outbreaks,
* allow employees to take part in any government testing,
* identify, plan and implement controls and safe systems of work to prevent transmission,
* provide information, instruction and training to those identified at risk,
* where required, provide personal protective equipment (PPE) and monitor its use and maintenance,
* organise for the safe cleaning of equipment and, where appropriate, disinfection and thorough cleaning,
* arrange for safe disposal of any infected materials, and
* adopt good hygiene practices.

### Legionnaires Disease

All reasonable steps will be taken to identify potential legionellosis hazards and to prevent or minimise the risk of exposure.

At risk systems include the hot and cold water storage and distribution system

To achieve control of legionella bacteria the Nursery will implement the following:

Avoidance of Conditions Favouring Growth of Organisms

As far as practicable, water systems will be operated at temperatures that do not favour the growth of legionella. The recommended temperature for hot water is 60°C and either above 50°C or below 20°C for distribution, as care must be taken to protect people from exposure to very hot water.

The use of materials that may provide nutrients for microbial growth will be avoided. Corrosion, scale deposition and build-up of bio films and sediments will be controlled and tanks will be lidded.

Avoidance of Stagnation

Dead-legs, which occur when water services leading from the main circulation water system to taps or appliances, are used only intermittently and other parts of systems which may provide a reservoir for infection will be identified and where possible eliminated.

* System Maintenance

Water systems will be disinfected by an effective means before being taken into service and after shut downs of five or more days. Plant will be regularly inspected and maintained (e.g. by monthly visits from a water treatment specialist). Plant will be disinfected periodically (normally twice yearly) by chlorination or by temporarily raising water temperatures. Biocides may be used to control microbial growth. Maintenance personnel must wear appropriate protective clothing.

* Sampling

Sampling for legionella will not normally be necessary, unless in the case of an outbreak or to monitor the effectiveness of precautionary measures.

* Record Keeping

Records will be kept of all maintenance, temperature monitoring and sampling carried out.

**Selection, Training and Competence of Staff**

Persons carrying out control measures will receive appropriate training and supervision so they are able to perform their duties competently.

**Action in the Event of an Outbreak**

A contingency plan in case of an outbreak of legionellosis will be prepared. This will include the:

* identification of people who may have been exposed
* involvement of public health authorities
* dissemination of information to employees and other interested parties as to the nature of the risks.

### Lone Working

The Nursery will ensure, so far as is reasonably practicable, that employees and self-employed contractors who are required to work alone or unsupervised for significant periods of time are protected from risks to their health and safety.

The Nursery will determine, by risk assessment, those activities where work can actually be done safely by one unaccompanied person. This will include the identification of hazards from means of access and/or egress, plant, machinery, goods, substances, environment and atmosphere, etc.

Particular consideration will be given to:

* the remoteness or isolation of workplaces
* any problems of communication
* the possibility of interference, such as violence or criminal activity from other persons
* the nature of injury or damage to health and anticipated "worst case" scenario.

**Information and Training**

Employees and others will be given all necessary information, instruction, training and supervision to enable them to recognise the hazards and appreciate the risks involved with working alone.

Employees will be required to follow the safe working procedures devised including:

* when working alone, e.g. in an isolated area of a building with all doors closed, ensure that someone is aware of your presence
* check that work being done has been subject to risk assessment and check the assessment yourself – some work may have been identified as requiring the assistance of a second person
* if possible and arranged beforehand, keep in regular contact with someone else, e.g. use a mobile phone to call into the office or a designated buddy/contact every couple of hours indicating your movements
* do not put yourself at risk; if you do not feel safe discuss the situation with your immediate manager
* report all accidents, injuries, near-misses and dangerous occurrences to your immediate manager.

### Manual Handling

To prevent injuries and long term ill-health from manual handling the Nursery will ensure that operations which involve manual handling are eliminated, so far as is reasonably practicable. Where it is not practical the Nursery will carry out a manual handling risk assessment to determine what control measures are required to reduce the risk to an acceptable level.

To implement this policy the Nursery will ensure that:

* manual handling risk assessments are carried out where relevant and records are kept
* employees are properly supervised
* adequate information and training is provided to persons carrying out manual handling activities including details of the approximate weights of loads to be handled and objects with an uneven weight distribution
* any injuries or incidents relating to manual handling are investigated, with remedial action taken
* employees adhere to safe systems of work
* safety arrangements for manual handling operations are monitored and reviewed
* where relevant, employees undertaking manual handling activities are suitably screened for reasons of health and safety, before doing the work
* special arrangements are made for individuals with health conditions which could be adversely affected by manual handling operations.

**Reducing the risk of injury**

In considering the most appropriate controls, an ergonomic approach to designing the manual handling operation will optimise the health, safety and productivity associated with the task.

Techniques of risk reduction will include:

* mechanical assistance
* redesigning the task
* reducing risk factors arising from the load
* improvements in the work environment
* employee selection.

No employee will be required to lift any item that they do not feel confident of doing without risking personal injury.

**Moving and Handling People**

There are occasions when a person requires assistance in moving. While the basics outlined above still apply, there are other considerations. When a move is essential and the person requires help, then their co-operation should be sought where possible. The move should be explained to them so that they can actively participate in it.

Whenever a person with physical disabilities needs regular support in standard moves such as from wheel chair to bed, toilet or bath, then a full risk assessment must be written up. Clear instructions covering each activity should be included, so that all staff members who are involved in the task may move the person safely and in the same manner. Ancillary equipment such as hoists, sliding boards, swivel plates, etc. must all be used in the correct manner.

### New and Expectant Mothers

The Nursery recognises that the general precautions taken to protect the health and safety of the workforce as a whole may not in all cases protect new and expectant mothers and there may be occasions when, due to their condition, different and/or additional measures will be necessary.

To implement effective measures for new and expectant mothers the Nursery will ensure that:

* employees are instructed at induction to inform their relevant manager of their condition at the earliest possible opportunity and that the highest level of confidentiality is maintained at all times
* risk assessments are carried out for all work activities undertaken by new and expectant mothers and associated records and documentation maintained
* necessary control measures identified by the risk assessment are implemented, followed, monitored, reviewed and, if necessary, revised
* new and expectant mothers are informed of any risks to them and/or their child and the controls measures taken to protect them
* any adverse incidents are immediately reported and investigated
* appropriate training etc is provided where suitable alternative work is offered and accepted
* provision is made to support new and expectant mothers who need to take time off work for medical reasons associated with their condition
* where relevant a suitable rest area is provided to enable the new or expectant mother to rest in a degree of privacy and calm
* where risks cannot be eliminated or reduced to an acceptable level then consideration will be given to adjusting working conditions and/or hours or if necessary providing suitable alternative work or suspension with pay.

### Outdoor and Peripatetic Working

The Nursery will ensure, so far as is reasonably practicable, that employees who work outdoors or away from their normal base are not put at any additional risk to their health and safety.

The Nursery will:

* where work is being undertaken on a site under the control of another party, review any risk assessments and agree an appropriate safe system of work
* ensure outdoor activities are planned and risk assessed prior to undertaking the work. This will include visiting of the site(s) to identify potential hazards
* establish safe systems of work from the risk assessments, and provide staff training and instruction in these
* ensure suitable personal protective clothing is made available to staff either from the company or from the third party in control of the site
* ensure suitable arrangements are in place for emergencies, including adequate first aid.

**Implementation**

Staff working outdoors, or away from base, are responsible for ensuring that:

* if working on a third party site, they report to a responsible person to ensure familiarisation with safety precautions relating to the particular site
* they report any problems or shortcomings to their manager or supervisor as soon as possible. If, during work, the conditions change or any aspect of the task changes in such a way to increase the risk, work should stop, unless doing so presents a greater risk
* the appropriate personal protective equipment provided is worn correctly and when required to do so. Any defects must be reported to their manager or supervisor
* they are familiar with the emergency arrangements and that these are in place prior to starting work
* all accidents and incidents are reported to their manager and in line with any local arrangements for the site.

### Personal Protective Equipment

The Nursery provides personal protective equipment (PPE) when the risk presented by a work activity cannot be eliminated or adequately controlled by other means. When it is provided, it is because health and safety hazards have been identified that require the use of PPE and it is therefore necessary to use it in order to reduce risks to a minimum.

To effectively implement its arrangements for the use of PPE the Nursery will:

* ensure that PPE requirements are identified when carrying out risk assessments
* use the most effective means of controlling risks without the need for PPE whenever possible and only provide PPE where it is necessary
* carry out an assessment to identify suitable PPE
* ensure that if two (or more) items of PPE are used simultaneously, they are compatible and are as effective used together as they are separately
* ensure that PPE is sourced appropriately and bears the “CE” certification mark
* ensure PPE is available to all staff who need to use it
* provide adequate accommodation for correct storage of PPE
* provide adequate maintenance, cleaning and repair of PPE
* inform staff of the risks their work involves and why PPE is required
* instruct and train staff in the safe use and maintenance of PPE
* make arrangements for replacing worn or defective PPE
* review assessments and reassess the need for PPE and its suitability whenever there are significant changes or at least annually.

Employees provided with PPE for their own personal use at work will be required to sign to confirm its receipt.

### Risk Assessment

Risk assessment is a systematic examination of what within our business can cause harm to people and it helps us determine whether we are doing enough or further actions are required to reduce the likelihood of injury or ill health.

Our policy is to complete a general risk assessment of all our known and reasonably foreseeable health and safety hazards covering all our premises, equipment and activities in order to plan and prioritise the implementation of the identified control measures.

More detailed specific risk assessments will also be carried out as determined by the general assessment to address those premises, equipment, people or activities to comply with specific legislation or to proactively manage health and safety risks.

We will ensure that:

* assessments are carried out and records are kept
* control measures introduced as a result of assessments are implemented and followed
* employees are informed of the relevant results and provided with necessary training
* any injuries or incidents lead to a review of relevant assessments
* assessments are regularly monitored and reviewed
* suitable information, instruction and training will be provided to all persons involved in the risk assessment process.

We may be controlling risks in various ways, determining the effectiveness of those controls is part of our risk assessment process.

### Smoking

Exposure to second-hand smoke, also known as passive smoking, increases the risk of lung cancer, heart disease and other illnesses. Ventilation or separating smokers and non-smokers within the same airspace does not stop potentially dangerous exposure.

It is the policy of the Nursery that all of its workplaces are smoke-free and that all employees have a right to work in a smoke-free environment.

Smoking is prohibited throughout the entire workplace and this includes the use of all artificial smoking aids (electronic or otherwise) with no exceptions. This includes Nursery vehicles that are used by more than one employee. If you have a Nursery car that is designated for your sole use and that is never used by other employees then you can smoke in it if you wish – but the Nursery recommends that you do not do so. This policy applies to all employees, customers and visitors.

**Implementation**

All staff are obliged to adhere to and facilitate the implementation of the policy.

The Nursery will ensure that all employees and contractors are aware of the policy on smoking. They will also ensure that all new personnel are given a copy of the policy on recruitment or induction.

Appropriate 'no smoking' signs will be clearly displayed at or near the entrances to the premises. Signs will also be displayed in company vehicles that are covered by the law.

### Temporary Employees

The Nursery will take the necessary measures to ensure the health and safety of any temporary and casual staff in its employment.

To achieve this, the Nursery will provide temporary employees with the following information prior to starting work:

* details of the qualifications and skills are required to do the work safely
* the health surveillance to be provided under statutory provisions
* any risks to health and safety identified by workplace risk assessments
* the preventive measures to be taken
* safe working procedures
* the action to be taken in the event of an emergency.

The competence of temporary workers will be assessed to ensure they are capable of working safely.

### Training

Training in health and safety is a legal requirement and also helps create competent employees at all levels within the Nursery to enable them make a far more effective contribution to health and safety, whether as individuals, teams or groups.

Competence of individuals through training helps individuals acquire the necessary skills, knowledge and attitude which will be promoted by managers and supervisors throughout the organisation.

Our training objectives will cover three areas, that of the organisation, the job and individuals.

All employees will need to know about:

* the health and safety policy
* the structure and system for delivering this policy.

Employees will need to know which parts of the system are relevant to them, to understand the major risks in our activities and how they are controlled. All employees will be provided with the Nursery Health and Safety Handbook.

Managers and supervisors training needs will include:

* leadership and communication skills
* safety management techniques
* skills on training and instruction
* risk assessment
* health and safety legislation
* knowledge of our planning, measuring, review and audit arrangements.

All our employees training needs will include:

* relevant health and safety hazards and risk
* the health and safety arrangements relevant to them
* communication lines to enable problem solving.

All employees will receive **induction training**. Such training will cover:

fire procedures, warning systems, actions to be taken on receiving warning, locations of exits/escape routes, evacuation and assembly procedures, first aid/injury reporting procedures, names of first aiders/appointed persons, instruction on any prohibition areas (i.e. no smoking), issue of protective clothing/equipment and its use, instruction under COSHH, mandatory protection areas, thorough instruction applicable to their particular duties at work etc.

Training needs will be reviewed as a result of job changes, promotion, new activities or new technology, following an accident/incident and performance appraisal.

Records of training will be kept for all employees.

Employees must:

* participate in the induction training activities they have been required to attend or carry out
* work according to the contents of any training they receive
* ask for clarification of any points they do not fully understand
* not operate hazardous plant or equipment, use hazardous chemicals or carry out any hazardous activity unless they have been appropriately trained and instructed.

### Violence

The Nursery recognises that in certain situations violent behaviour towards staff may occur and therefore will take all reasonable measures to protect staff from violence and aggression.

We define violence and aggression as:

* actual or threatened physical assaults on staff
* psychological abuse of staff
* verbal abuse which includes shouting, swearing and gestures
* threats against employees.

To achieve this objective we will:

* carry out risk assessments of potential conflict situations to determine the control measures necessary to protect staff
* ensure that premises are kept secure
* inform all employees of the procedure following a violent or challenging behaviour incident
* not tolerate violence or challenging behaviour towards our employees
* train our employees who may be exposed to violence or challenging behaviour situations
* support the employees involved in any incident
* support their decisions regarding the pressing of criminal charges
* provide any counselling or post-incident assistance required by the employees
* keep records of all incidents of violence and aggression and review the control measures with a view to continual improvement in employee safety.

### Visitors

In the interest of safety and security, the Nursery will take the necessary measures to protect staff and visitors from any accidents or incidents that may occur during visiting.

Employees hosting visitors must ensure that:

* they are authorised to enter the premises or accompanied
* they adhere to applicable health and safety instructions and rules during their visit
* adequate information is passed to ensure their safety including emergency information
* any protective clothing required is provided and worn
* any accidents / incidents involving visitors are reported through the accident reporting arrangements.

Employees aware of people on the premises who may be unauthorised should report these to their manager for action.

**Emergency Action**

In the event of the fire alarm sounding, all visitors should be escorted to the assembly point by their host. Visitors should not leave the area before notifying the senior person present.

### Window Restrictors

The fitting and use of window restrictors within Nursery premises is used to ensure the safety and security of members of staff and visitors. The Nursery is particularly concerned with preventing persons from falling from height, and has fitted window restrictors to remove the possibility of persons opening a gap large enough for a person to fall through. It is therefore essential that all window restrictors are maintained in a good working order and that all staff report defects to their line manager as a matter of urgency.

The Nursery will:

* risk assess the danger of falling from any window and the effects of installing a window restrictor, including the possible loss of ventilation
* identify all vulnerable parties who may be particularly at risk from falling out of windows
* ensure that all window restrictors are secured with tamper-proof fittings
* ensure that the window frames are sufficiently robust where the window requires a window restrictor
* ensure that all window restrictors can withstand a minimum static pushing force of 850N
* ensure that all window restrictors are properly maintained and kept in working order
* provide adequate training and supervision to all staff who use or maintain window restrictors

The Room Leaders is responsible for checking the window restrictors on a monthly basis. Any window restrictor that is found to be broken will be replaced or repaired as a matter of urgency, but the window must be kept locked shut until repairs are carried out. If the repair will not take place for more than a day, temporary signage will also be put in place to indicate that the window should not be used.

### Work Equipment

The Nursery will provide a safe working environment in relation to work equipment safety and ensure all employees receive appropriate safety information and training in their work equipment.

To achieve this objective the Nursery will:

* provide work equipment that is suitable for the purpose and compliant with the requirements of the Provision and Use of Work Equipment Regulations
* retain and make available the manufacturer’s instruction manual for each item of equipment, where relevant
* before using any item of work equipment, ensure that a risk assessment is carried out and brought to the attention of relevant employees
* inspect all equipment at installation and prior to first use
* regularly inspect work equipment in accordance with the manufacturer’s recommendations
* maintain work equipment in accordance with the manufacturer’s recommendations
* keep records of all inspections and maintenance
* provide adequate instruction, information and training to employees to enable the work equipment to be used and maintained safely
* provide refresher training as appropriate and as determined necessary by workplace inspections.

### Working Time Regulations

The Nursery will ensure that all workers under their control adhere to the working time regulations.

The working time regulations are designed to limit the number of hours individuals have to work. The Nursery will NOT encourage workers to work over the 48 hours but workers can choose to work longer hours if they wish by opting out. Workers cannot be forced to opt out and can revoke their opt out, if they give a suitable notice period.

Individuals who are tired due to working excessive hours are more likely to suffer from mental health problems, general ill health and make mistakes leading to accidents.

A summary of the requirements for adult workers:

* a maximum of 48 hours per week, averaged out over a 17 week reference period (employees can opt out of this)
* entitlement to a minimum uninterrupted rest period of 11 hours in every 24-hour period with no opt out
* entitlement to 28 days paid holiday per year (including statutory holidays) for full time workers (pro-rata for part time workers)
* maximum of 8 hours per shift for night shift workers
* free health assessments for night shift workers
* 24 hour rest period at least once a week, can be 48 hours every fortnight with no opt out
* entitlement to a rest break, if working over six hours
* employees must not suffer any detriment if they choose not to opt out.

Travelling to and from the normal work place, break periods, rest periods, holidays and sickness do not count as working time.

The reference period of 17 weeks can be increased 26 weeks or 52 weeks by local collective agreements with recognised trade unions or official employee representatives.

A young person’s maximum hours are limited to 40 hours per week with no reference period.

Young persons are generally excluded from shift working.

**Further information**

All employees should refer to the Employee contract for full details of the Nursery’s policy on working times, holidays and other benefits.

### Young People

Whilst precautions taken to protect the health and safety of the workforce as a whole will, in many cases, also protect young persons, there are occasions when different and/or additional measures will be necessary due to their lack of experience, knowledge or absence of awareness of potential risks.

A ‘young person’ is defined as one who is below the age of 18 years.

To ensure the safety of young persons the organisation will:

* carry out risk assessments to cover the activities of young persons
* implement the actions determined by the risk assessment process
* inform the young persons of any risks associated with their work and the control measures taken to protect them
* provide a copy of the risk assessment to the parent/guardian of any young person below the school leaving age
* provide additional appropriate information, instruction, supervision and training, etc as determined by the risk assessment.

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| **RISK ASSESSMENT** |

## 7. RISK ASSESSMENT

### Risk Assessment

**Risk Assessment** involves identifying the hazards present in the work place or arising out of any work activity and evaluating the extent of the risks involved to employees and others, taking into account existing precautions and their effectiveness.

A **hazard** is something with a potential to cause harm and can include articles, substances, plant or machines, methods of work and the work environment.

**Risk** is the likelihood of harm from that hazard being realised. Risk increases with the number of people exposed to the hazard and also with the potential severity of the harm i.e. the resultant injury or ill health effect. If there are no hazards there are no risks.

The regulations require that risk assessments are **‘suitable and sufficient’** in that they should identify all the significant hazards present within the business and its activities and that they should be proportionate to the risk. The assessment should cover all risks that are reasonably foreseeable.

The risk assessment must identify all those people who may be affected by the hazard, whether they are workers or others, such as members of the public.

We may be controlling risks in various ways, determining the effectiveness of those controls is part of the risk assessment process.

Health and safety law does not demand absolute safety when considering what safety controls are required but measures taken should go as far as is **‘reasonably practicable’**; a balance between risk and costs, the greater the risk the greater the need to commit resources in terms of time and money to remove or control the risk.

It is a legal requirement that the significant findings of our risk assessments are brought to the attention of our employees.

**Carrying out risk assessments**

Those who are involved in risk assessments should:

* be competent
* have knowledge and experience of working procedures in practice, potential dangers and strengths and weaknesses of existing precautions
* have knowledge and experience of how to solve problems identified by the assessment
* be in a position to give the commitment, co-operation and resources required to implement the assessment results.

It is important that the person carrying out the risk assessment is competent. This means that the person must have the necessary skills and knowledge gained through experience and training and may have qualifications that enable them to make sound judgments.

**The five stages of risk assessment**

**STEP 1 - IDENTIFY THE HAZARDS**

Look for hazards by walking around the workplace. List the hazards that could reasonably be expected to cause harm. Ask for the opinion of employees as they may have noticed things that are not immediately obvious.

Examples of hazards include:

* cables trailing over floors
* fire
* chemicals
* work benches which are too high or too low
* electricity
* loads which have to be moved manually
* work equipment
* working environment e.g. ventilation, lighting, heating.

**STEP 2 - IDENTIFY WHO MAY BE HARMED AND HOW**

List groups of people and individuals who may be affected by the hazards e.g.:

* staff
* members of the public
* contractors on the premises.

Pay particular attention to vulnerable persons, e.g. those with disabilities, visitors, female employees who are pregnant or who have recently returned to work after having a baby, inexperienced employees or young persons.

**STEP 3 - EVALUATE AND CONTROL THE RISK**

Evaluate the risks arising from the hazards and decide whether existing precautions are adequate or if more should be done. When evaluating the extent of the risk, account should be taken of the chance of some harm occurring (likelihood), the likely severity of this, and the number of people who could be affected. The formula:

Severity x Likelihood = Risk

Is used on the risk forms within this policy manual

Even after all precautions have been taken some risk may remain. Ensure the precautions in place meet standards set by legal requirements comply with a recognised standard, represent good practice and reduce the risk as far as is reasonably practicable.

Where additional controls or further action are necessary to reduce the risk, decide what more could reasonably be done by adopting the following principles:

* avoid the risk completely
* evaluate risks which cannot be avoided
* combat risks at source
* adapt work to the individual
* make use of technical progress
* replace the dangerous with none or less dangerous
* develop an overall prevention policy
* give priority to measures which protect the greatest number of people
* give appropriate instructions to employees.

**IMPLEMENTING AN ACTION PLAN**

Once the level of risk has been determined and the control measures needed to reduce or eliminate the risk established, an action plan should be drawn up with timescales for implementation of the control measures.

**STEP 4 - RECORD YOUR FINDINGS**

The significant findings of the assessment must be recorded since these provide evidence that something has been done, it is also a legal requirement. Keep any written assessments for future reference and ensure that employees are informed of the findings and control measures, either existing or additional, that have to be observed and used. In some circumstances the findings of the risk assessment should also be given to others who could be affected, for example agency workers, contractors etc.

**Hazards and example controls**

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| **Hazard** | **Example control measures** |
| Manual handling | Mechanical aids, hoists, getting assistance, breaking loads into smaller units, training |
| Hazardous substances | Substitution for less hazardous alternatives, extract ventilation, personal protective equipment, training |
| Work equipment (machinery, tools, etc.) | Guarding, demarcation of danger zones, restricted operation and use planned preventative maintenance, training |
| Ladders | Avoid working at height. correct type of ladder/stepladders, maintained, training |
| Electricity | Insulated tools, residual circuit breakers, fuses, earthing, inspection and testing of systems and appliances |
| Stairs, etc | Good lighting, handrails, non-slip surfaces, slightly raised/highlighted front edges |
| Fire | Detection/warning systems, fire drills, extinguishers, signs, suitable storage facilities for substances and goods, fire retardant furniture and fittings |
| Noise | Reduction at source, isolation, ear protection, demarcation of danger zones |
| Stress | Reduce/increase workload, more control over work, work suitable for the individual, avoidance of monotonous repetitive work |
| Work environment | Good lighting, ventilation, redesign layout of area, heaters/coolers |

**STEP 5 - MONITOR AND REVIEW THE ASSESSMENT**

It is important that the control measures are monitored and that records are kept. A regular review of the assessments should be made to take into account any changes to the methods or systems of work. You should also review the assessment following an accident, where there has been a significant change to the work, if new information comes to light, or if there is any other reason to believe that it may no longer be valid. Following the review, additional control measures should be implemented if required. Even if there are no significant changes since the original risk assessment, it should be regularly reviewed to confirm that it is still relevant and valid.

### Fire Risk Assessment

A fire risk assessment is an organised and methodical look at the premises, the activities carried on there and the likelihood that a fire could start and cause harm to those in and around the premises.

The aims of the fire risk assessment are:

* to identify the fire hazards
* to reduce the risk of those hazards causing harm to as low as reasonably practicable
* to decide what physical fire precautions and management arrangements are
* necessary to ensure the safety of people in your premises if a fire does start.

The significant findings of the fire risk assessment, the actions to be taken as a result of the assessment and details of anyone especially at risk must be recorded.

It is important that the fire risk assessment is carried out in a practical and systematic way and that enough time is allocated to do a proper job. It must take the whole of your premises into account, including outdoor locations and any rooms and areas that are rarely used. Small premises may be able to assess as a whole, in larger premises you may find it helpful to divide them into rooms or a series of assessment areas using natural boundaries, e.g. process areas, offices, stores, as well as corridors, stairways and external routes.

Risk assessments must take account of other users of the buildings and co-operation and communication of hazard and risk must be shared between businesses to ensure a co-ordinated response is prepared and implemented.

You need to appoint one or more competent persons to carry out any of the preventive and protective measures needed to comply with the legislation. This person could be you, or an appropriately trained, employee or, where appropriate, a third party.

Your fire risk assessment should demonstrate that, as far as is reasonable, you have considered the needs of all relevant persons, including disabled people.

**Six Steps to Fire Risk Assessment**

**1. Identify the hazards**

* Sources of ignition
* Sources of fuel
* Sources of oxygen.

**2. Identify people at risk**

* Employees
* People in and around the premises
* Vulnerable persons, disabled etc.

**3. Evaluate, remove, reduce and protect from risk**

* Evaluate the risk of fire occurring
* Evaluate the risk to people from fire
* Remove or reduce the fire hazards
* Remove or reduce the risks to people.

**4. Consider:**

* Detection and warning
* Fire fighting
* Escape routes and travel distances
* Lighting
* Signs and notices
* Maintenance.

**5. Record, plan, inform, instruct and train**

* Record the significant findings and action taken
* Prepare an emergency plan
* Inform and instruct relevant people; co-operate and co-ordinate with other businesses
* Provide training.

**6. Review**

* Keep assessment under review
* Revise where necessary.

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| **MONITORING****HEALTH AND SAFETY** |

## 8. MONITORING OF HEALTH AND SAFETY

Measurement is essential to maintain and improve our health and safety performance to identify how effectively we are controlling risks and how well we are developing a positive health and safety culture.

There are two types of performance monitoring, active and reactive.

**Proactive monitoring**

Monitoring is a line manager’s responsibility and each of the key management positions are expected to play their part in monitoring achievement against relevant health and safety standards. Managers will be expected to provide evidence that they have carried out monitoring within their areas of responsibility and they are reinforcing their commitment to health and safety objectives in general and helping to develop a health and safety culture.

This approach to proactive monitoring gives the Nursery feedback on its performance before an accident, incident or case of ill health.

Managers and supervisors with defined health and safety responsibilities must monitor in detail the areas for which they have day to day control. Much of this checking will be informal and not recorded but formalised, structured checks are also essential to ensure all areas are covered and to demonstrate compliance to senior managers who must in turn seek assurance that first line monitoring is taking place.

Employees who take a proactive interest or represent groups for health and safety can also be involved with monitoring and may take the format of a health and safety tour or if more formally via a devised checklist.

**Reactive monitoring**

Reactive monitoring of events including accidents, incidents, cases of ill health or property damage provide an opportunity to check performance and learn from mistakes and improve control measures.

Trends and common features arising from accident and incident investigation can identify jobs or activities where future health and safety initiatives would be most beneficial. Investigations may also provide valuable information in the event of legal action or an employee claim.