

Health and Safety

Hebden Lodge Nursery



Our policy is to provide and maintain safe and healthy working conditions, equipment, and systems of work for all our employees, and a safe early learning environment in which the children are cared for, and learn in. We provide information, training, and supervision to meet this purpose. We wish to develop and promote a strong health and safety culture within the nursery for the benefit of all staff, children, and parents. We also accept our responsibility for the health and safety of other people who may be affected by our activities.

The allocation of duties for safety matters and the arrangements which we will make to implement the policy are set out within this policy and sufficient resources will be made available to honour our commitment.

The policy will be kept up-to-date, particularly as the nursery changes in nature and size, and will be revised annually, or as and when required. We therefore welcome any useful comments from members of staff, parents, and visitors regarding this policy.

Our Aim:-

To ensure that all reasonably practical steps are taken to ensure the health, safety and welfare of all persons using the premises. To achieve this, we will actively work towards the following objectives:

- Establish and maintain a safe and healthy environment throughout the nursery.
- Establish and maintain safe working procedures amongst staff and children.
- Make arrangements for ensuring safety and the absence of risks to health in connection with the use, handling, storage and transport of articles and substances.
- Ensure the provision of sufficient information, instruction, and supervision to enable all people working in or using the nursery, to avoid hazards and contribute positively to their own health and safety, and to ensure that staff have access to regular health and safety training.
- Maintain a healthy and safe nursery and safe entry and exit from it.
- Formulate effective procedures for use in case of fire and other emergencies and for evacuating the nursery premises. Practice this procedure on a regular basis to enable the safe and speedy evacuation of the nursery.

- Follow the regulations of the Health & Safety at Work Act 1974 and any other relevant legislation.
- Maintain a safe working environment for pregnant workers or for workers who have recently given birth including undertaking appropriate risk assessments.
- Maintain a safe environment for those with disabilities and ensure all areas of the nursery are accessible (wherever practicable)
- Provide a safe environment for students or trainees to learn in
- Encourage all staff, visitors, and parents to report any unsafe working practices or areas to ensure immediate responses by the management.

We believe the risks in the nursery environment to be low but to maintain the maximum protection for children, staff, and parents we consider it necessary to:

- Ensure the entrances and exits from the building, including fire exits, remain clear at all times.
- Regularly check the premises room by room for structural defects, worn fixtures and fittings or electrical equipment, and take the necessary remedial action.
- Ensure that all staff, visitors, parents, and children are aware of the fire procedures and regular fire drills are carried out.
- Ensure that all members of staff are aware of the procedure to follow in case of accidents for staff, visitors and especially children.
- Ensure that all members of staff take all reasonable action to control the spread of infectious diseases and that they wear protective gloves and clothing where appropriate.
- Prohibit smoking on the nursery premises.
- Prohibit any contractor working on the premises without prior discussion with the r in managers to reduce any risks to the staff or children.
- Prohibit running inside the premises unless in designated areas.
- Risk assess all electrical sockets and take appropriate measures to reduce risks where necessary, and ensure no trailing wires are left around the nursery.
- Ensure all cleaning materials are placed out of the reach of children and kept in their original containers.
- Wear protective clothing when cooking or serving food.
- Prohibit certain foods if a child or adult suffers from an allergy

- Familiarise all staff and visitors with the position of the First Aid boxes and ensure all know who the appointed First Aiders are.
- Ensure children are supervised at all times.
- Ensure no student is left unsupervised at any time.

Responsibilities

Responsibility for Health and Safety in the nursery is that of Joanne Evans & Babalola Adejumo, the owners, & Emily Wright, the nursery manager, who have overall and final responsibility for this policy being carried out at Hebden Lodge Nursery. The Deputy Manager, Sarah Webster, will be responsible in their absence.

All employees have the responsibility to co-operate with senior staff and the manager to achieve a healthy and safe nursery and to take reasonable care of themselves and others.

Neglect of health and safety regulations will be regarded as a disciplinary matter.

Whenever a member of staff notices a health or safety problem, which they are not able to put right, they must immediately report it to the appropriate person named above.

Parents and visitors are requested to report any concerns they may have to the manager, Emily Wright.

Daily contact, monthly staff meetings and health and safety meetings provide consultation between management and employees, this will include health and safety matters.

The person responsible for monitoring Health and safety staff training is Emily Wright.

Training table

Area	Training required	Who
First aid	Course	All staff
Safeguarding	course	All staff and students
Risk assessment	course	Emily Wright
Fire safety procedures	In house training	All staff and students
Changing of nappies	In house training	All staff and students
Food Hygiene	Course	All staff

Health and safety arrangements:

- All staff are responsible for general health and safety in the nursery.
- Risk assessments are to be conducted on all areas of the nursery, including rooms, activities, outdoor areas, resources, and cleaning equipment.
- All outings away from the nursery (however short) will have to include a prior risk assessment – more details are included in our outings policy.
- All equipment and areas will be checked thoroughly by staff before children access the area. These checks are recorded in each room and initialled by the staff responsible. All unsafe areas will be rectified by this member of staff to ensure the safety of children, if this cannot be achieved the managers must be notified immediately.
- We provide appropriate facilities for all children, staff, parents and visitors to receive a warm welcome and basic care needs, e.g. easy to access toilet area and fresh drinking water.
- The nursery will adhere to Control of Substances Hazardous to Health (COSHH) guidelines to ensure all children, staff, parents, and visitors are safe around any chemicals we may use on the premises.
- All staff and students will receive appropriate training in all areas of health and safety which will include risk assessments, manual handling, and fire safety.
- We have a clear accident and first aid policy to follow in the case of any person in the nursery suffering injury from an accident or incident.
- We have a clear fire safety policy and procedure which supports the prevention of fire and the safe evacuation of all persons in the nursery. This is to be shared with all staff, students, parents, and visitors to the nursery.
- All health and safety matters are reviewed informally on an on-going basis and formally every six months or when something changes. Staff and parents will receive these updates as with all policy changes as and when they happen.
- Staff and parents are able to contribute to any policy through the suggestion scheme and during the regular meetings held at nursery.