

## Health and safety policy – general

At The Elms, Oaks and Maples Day Nurseries we 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 children learn and are cared for. To develop and promote a strong health and safety culture within the nursery for the benefit of all staff, children and parents we provide information, training and supervision. 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 particular arrangements which we will make to implement our health and safety procedures are set out within this policy and we make sufficient resources available to provide a safe environment.

### Legal framework

We follow all relevant legislation and associated guidance relating to health and safety within the nursery including:

- The requirements of the Statutory Framework for the Early Years Foundation Stage (EYFS) 2014
- The regulations of the Health & Safety at Work Act 1974 and any other relevant legislation such as Control Of Substances Hazardous to Health Regulation (COSHH)
- Any guidance provided by Public Health England, the local health protection unit, the local authority environmental health department, fire authority or the Health and Safety Executive

### Aims and objectives

The aim of this policy statement is 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 including outdoor spaces
- Establish and maintain safe working practices amongst staff and children
- Make arrangements for ensuring safety and the minimising of risks to health in connection with the use, handling, storage and transport of hazardous 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 with safe entry and exit routes
- 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
- 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 special educational needs and 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 response by the management team

## Responsibilities

Responsibility for Health and Safety in the nursery is that of Sarah Perrott (Elms), Laura Allchin (Oaks) and Shelby Wells (Maples)

The manager has overall and final responsibility for this policy being carried out at:

### **The Oaks Day Nursery & Pre-School**

Bristol Road  
Selly Oak  
Birmingham  
B29 6LG

### **The Elms Day Nursery**

33 Edgbaston Park Road  
Edgbaston  
Birmingham  
B15 2RS

### **The Maples Day Nursery**

58 Edgbaston Park Road  
Edgbaston  
Birmingham  
B15 2RT

The deputy nursery managers will be responsible in their absence.

All employees have the responsibility to cooperate with senior staff and the management team to achieve a healthy and safe nursery and to take reasonable care of themselves and others. Neglect of health and safety regulations/ duties will be regarded as a disciplinary matter.

Whenever a member of staff notices a health or safety problem which they are not able to rectify, they must immediately report it to the nursery office so that maintenance can be contacted. Parents and visitors are requested to report any concerns they may have to the management team.

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

## Health and safety training

Persons responsible for capturing staff's training in Connect are Diane Lawler and Caroline Bannister. The management team monitor staffs training dates in addition to staff's line managers through supervisions

Health and safety is covered in all induction training for new staff

## Training table:

Area	Training required	Who
Paediatric first aid	Course	All staff
Safeguarding/Child protection	In house training/course	All staff and students
Risk assessment	In house training/course	All staff
Fire safety procedures	In house training	All staff and students
Use of fire extinguisher	In house training/course	All staff where possible
Manual handling	In house training/course	All staff and students
Changing of nappies	In house training	All staff and students
Fire warden duties	In house training	Fire Warden

At least one member of staff on duty MUST hold a full First Aid at Work certificate. The Elms and Oaks Day nurseries have been awarded Millie's Mark which is a special endorsement to childcare providers that go above and beyond these minimum requirements by having 100% of staff trained in paediatric first aid. The Maples staff are all trained in paediatric first aid and will be working towards their accreditation.

## Health and safety arrangements

- All staff are responsible for general health and safety in the nursery
- Risk assessments will be conducted on all areas of the nursery, including rooms, activities, outdoor areas, resources and cleaning equipment
- These are reviewed at regular intervals and when arrangements change
- All outings away from the nursery (however short) will include a prior risk assessment – more details are included in our outings policy
- All equipment, rooms and outdoor areas will be checked thoroughly by staff before children access them or the area. These checks will be recorded and initialled by the staff responsible. Unsafe areas will be made safe/ removed from the area by this member of staff to promote the safety of children. If this cannot be achieved the management team will be notified immediately
- We provide appropriate facilities for all children, staff, parents and visitors to receive a warm welcome and provide for their basic care needs, e.g. easy to access toilet area and fresh drinking water
- The nursery will adhere to the Control Of Substances Hazardous to Health Regulation (COSHH) to ensure all children, staff, parents and visitors are safe in relation to 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 may also use benefit risk assessments for particular activities and resources for children
- 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 and where necessary an investigation will be completed. We review accident and incident records to identify any patterns/hazardous areas
- Emergency action plan procedure is in place should we need to evacuate the building in the event of loss of water, gas, electric or fire

- 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 ongoing 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 parent forum representatives and during the regular meetings held at nursery

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

This policy was adopted on

*01/12/2017*

Signed on behalf of the nursery

*Paula Hunt*

Date for review

*01/12/2019*