

3.4 Health and Safety policy

Policy statement

At Perins Pre-school, 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 setting 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 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 pre-school including:

- The requirements of the Statutory Framework for the Early Years Foundation Stage (EYFS) 2024
- 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 UK Health Security Agency, 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 pre-school including outdoor spaces.
- Establish and maintain safe working practices amongst staff and children.
- Plan 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 pre-school 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 setting with safe entry and exit routes.
- Formulate effective procedures for use in case of fire and other emergencies and for evacuating the premises. Practice this procedure on a regular basis to enable the safe and speedy evacuation of the pre-school.
- 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 setting 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.

We believe the risks in the pre-school environment are low and we will maintain the maximum protection for children, staff, and parents. The pre-school will:

- Ensure all entrances and exits from the building, including fire exits are clearly identifiable and always remain clear.
- Regularly check the premises room by room for structural defects, worn fixtures and fittings or electrical equipment and take the necessary remedial action.
- Completed the health and safety check list every morning and evening.
- Ensure that all staff, visitors, parents, and children are aware of the fire procedures and regular fire drills are carried out.
- Have the appropriate fire detection and control equipment which is checked regularly to make sure it is in working order.
- Ensure that all members of staff are aware of the procedure to follow in case of accidents for staff, visitors, and children.
- Ensure that all members of staff take all reasonable action to control the spread of infectious diseases and wear protective gloves and clothing where appropriate.
- Ensure there are suitable hygienic changing facilities (see infection control in managing children who are sick, infectious or with allergies policy)
- Prohibit smoking on the premises.
- Prohibit any contractor from working on the premises without prior discussion with the manager.
- Encourage children to manage risks safely and prohibit running inside the premises unless in designated areas.
- Risk assesses all electrical sockets and take appropriate measures to reduce risks where necessary and ensure no trailing wires are left around the setting.
- 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 that may relate to children's allergies, e.g. peanuts are not allowed in the pre-school.
- We follow the EU Food Information for Food Consumers Regulations (EU FIC). These rules are enforced in the UK by the Food Information Regulations 2014 (FIR). We use Hungry Monsters catering suppliers to supply the hot lunches for the children.
- Ensure risk assessments are undertaken on the storage and preparation of food produce within the pre-school.
- Familiarise all staff and visitors with the position of the first aid boxes.
- Provide appropriately stocked first aid boxes and check their contents regularly.
- Ensure children are always supervised.
- Ensure no student or volunteer is left unsupervised at any time.
- Ensure staff paediatric first aid certificates are on available (or made available to parents).

Responsibilities

The designated Health and Safety Officer is James Topping

All employees have the responsibility to cooperate with senior staff and the manager to achieve a healthy and safe pre-school and to take reasonable care of themselves and others. Neglect of health and safety regulations/duties will be regarded as a disciplinary matter (see separate policy on disciplinary procedures).

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 appropriate person named above. Parents and visitors are requested to report any concerns they may have to the manager.

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

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

All members of staff hold a full paediatric First Aid certificate in pre-school and when on outings. The 12-hour full paediatric first aid (PFA) must be a full course and delivered consistent with requirements set out in annex A of the EYFS.

Health and safety arrangements

- All staff are responsible for general health and safety in the setting.
- Risk assessments will be conducted on all areas of the setting, including rooms, activities, outdoor areas, resources, and cleaning equipment.

- These are reviewed at regular intervals and when arrangements change.
- All outings away from the setting (however short) will include a prior risk assessment – more details are included in our outings policy.
- All equipment, areas, 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 manager 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 setting 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 have a clear accident and first aid policy to follow in the case of any person in the pre-school 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 pre-school. This is to be shared with all staff, students, parents, and visitors to the setting.
- We review accident and incident records to identify any patterns/hazardous areas.
- All health and safety matters are reviewed informally on an ongoing basis and when something changes. Staff and parents will receive these updates, as with all policy changes, as and when they happen.
- We identify and assess with the support of the Estates team any water sources at risk of legionella and manage these risks including avoiding stagnant water.
- We welcome feedback from staff, students, parents/carers, volunteers, and visitors. They can contribute to any policy through formal discussions.

The policy is kept up to date and reviewed especially when the setting 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 by

Perins Pre-school

On

25th April 2024

Date to be reviewed

25th April 2025

Signed on behalf of the provider

Michelle Osman

Name of signatory

Michelle Osman

Role of signatory (e.g. chair, director or owner)

Pre-School Manager