



PHOENIX HOUSE MONTESSORI NURSERY SCHOOL

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Health and Safety within the setting Policy

General statement:

The provision recognizes that as an employer the provision has a responsibility to ensure the health, safety and welfare at work of the provision's employees, whether paid or voluntary and the children in our care. The provision also recognizes that it has a responsibility to any other people who may be affected by its activities; this includes parents, visitors, volunteers and agency staff. In accordance with the Health and Safety at Work Act, the provision maintains safe working conditions and ensures that all employees, paid or voluntary, are sufficiently aware of and practice safe systems of working.

The overall and ultimate responsibility for Health and Safety within the Provision rests with the members of the Management team and the Health and safety designated officers. The Manager will generally advise the Health and safety designated officers in the implementation of its Policy and Practices. Members of the Management Team will be responsible for areas/activities in which they are involved: By ensuring that the Health and Safety Policy is satisfactorily implemented; by ensuring that all new employees, whether paid or voluntary, aware of and observe the Policy; by conducting a full investigation of any accidents or incidents that result in injury.

All employees, whether paid or voluntary, have a responsibility for Health and Safety including the safety of others that may be affected by their acts or omissions. As such, they should familiarize themselves with the Health and Safety Policy of the Provision and the safe practices appropriate to their place of work.

Staff Responsibilities:

- Ensuring all electrical appliances are checked on an annual basis by a competent person;
- Checking and keeping stocked the First Aid Box;
- Routinely checking that all electrical appliances in the Provision are usable and reporting any defects to the Health and safety designated officers who will then report to the Management team.

ACCIDENTS:

Prevention and Reporting Maintenance of property and equipment to ensure personal safety is the overall responsibility of the Management Team. All employees, whether paid or voluntary, are responsible for the correct and safe use of all property and equipment in the Provision and for the reporting of any faults or hazards to their supervisor or the Management Committee. The aim of any policy relating to accidents must stress that in the first instance every effort should be made to avoid an accident happening.

The following list provides an indication of areas that require special attention:

- Beware of wet floors;
- Equipment should not be left turned on when unattended and in such a position as to cause others to trip over it;
- Doors and drawers should be closed when not in use;
- Equipment should be stored in a safe manner in cupboards;
- Filing cabinets should not be overloaded; Climbing onto chairs or desks is not permitted. Appropriate equipment should be used to reach high levels;
- Step-ladders must be properly adjusted and secured. If more than the three lower steps are to be used it needs to be supported by a second person;
- Correct methods must be employed when lifting or moving heavy objects; {see manual handling policy }

- Working areas must be kept tidy and clear of obstruction;
- Fire doors must not be wedged open.

This list is not exhaustive! In the event of an accident, employees, paid or voluntary, have a duty to report to their immediate supervisor any such incidents; to assist in determining the cause and to help in any subsequent investigation with the aim of preventing a recurrence. A report of all accidents should be brought to the attention of the Management Team.

Accident Record Book for staff / accident form for children:

All accidents resulting in personal injury must be recorded in the relevant accident book. There is an accident book for staff members, students and visitors; this is kept in the office and an accident form within the Provision for children – kept in the class room. These forms must be countersigned by another staff member and signed by a parent / carer when collecting the child. Any head injuries must be reported immediately to the parent.

RIDDOR:

(The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995)

Your Responsibilities under RIDDOR is that all registered providers of day care for children under eight have responsibilities under this legislation.

In brief you must report certain work-related incidents to the Health and Safety Executive. {HSE}

To contact a named individual in HSE you can call our Advisory team on 0300 003 1747 during office hours - 8.30am to 5.00pm, Monday to Friday, Wednesday 10.00am to 5.00pm.

Main office address:

Rose Court

2 Southwark Bridge

LONDON

SE1 9HS

Fax: 020 7556 2201

They can advise you if you do need to report specific incidents and about what records you should keep. You should report any of the following that happens to a member of the public, including a parent or child, or an employee on your premises:

- A death or major injury, which includes a fracture (but not of fingers, thumbs or toes), an amputation, dislocation, permanent or temporary loss of sight, and an injury from an electric shock;
- A reportable disease;
- A dangerous occurrence, which didn't but could have resulted in a reportable injury;
- An injury resulting in hospital admission.

You are also required to report such incidents, as well as various other events, to Ofsted.

First Aid Boxes

These are kept in each class room and the kitchen. It is the responsibility of the relevant members of the team to ensure directly, or by delegation, that the box is properly stocked and checked regularly.

There is a contents list kept in each box; see Safe and sound booklet.

The provision has appointed First aiders; all staff are trained First Aiders. We update this every 3 years.

CLEANLINESS OF PREMISES

The Provision recognizes that it has a duty to set appropriate standards of cleanliness throughout its premises and to maintain these by:

- Investigating and acting upon any accidents/incidents that have occurred due to lack of cleanliness;

- Providing sufficient time to achieve and maintain a good standard of cleanliness;
- Providing facilities for the safe and convenient storage of cleaning equipment and materials; {see COSHH}
- Promoting good housekeeping practices amongst employees and other users of the premises.
- Ensure toys and equipment are cleaned weekly with Milton. {sterilizing fluid} This information is recorded.
- Changing mats are wiped down after each use with antibacterial spray.

All employees, whether paid or voluntary, have a responsibility to maintain a good standard of cleanliness by:

- Observing good personal and environmental hygiene practices;
- Carefully disposing of rubbish into appropriate bags provided, particularly where broken glass or dangerous waste is concerned; protective gloves are to be used when dealing with waste and disposed of immediately.
- Tidying up and putting away equipment and materials after use;
- Cleaning up spillages, debris, litter etc., as soon after the occurrence as possible; we have a wet and dry mop located in each class room.
- Reporting any shortfalls in standards to the appropriate person. This includes the nursery housekeeper's duties.

COSHH

(The Control of Substances Hazardous to Health Regulations)

Chemicals are widely used for a variety of processes in the nursery for cleaning, and some are hazardous. To comply with these regulations we ensure such cleaning products are locked away and securely out of any child's reach. These products will only be used when the nursery is not in operational times {after 6pm or before 8am} These COSHH items are bleach and general household chemicals.

In addition to chemicals, all body fluids are to be treated as substances hazardous to health and should be carefully dealt with using protective gloves and materials that can be safely disposed of. The Room leader is to be informed of any hazardous substances.

Any person(s) using such chemicals must observe the following guidelines:

- all substances, which are included on the COSHH list, including antibacterial sprays, are to be stored in a safe place preferably under lock and key or out of reach;
- all hazardous substances e.g. bleach, are to be used with care; always read the label before use and follow the manufacturer's instructions; avoid inhalation, ingestion and skin contact of all chemical substances;
- always wear the appropriate protective clothing e.g. gloves and aprons, {PPE}
- products must never be mixed as this could give rise to hazardous by-products e.g. bleach will give off chlorine gas if mixed with an acidic cleanser such as Harpic;
- Those using the substance must be familiar with the First Aid procedures to be used in the event of an accident.

In the interests of Health and Safety, substances hazardous to health should only be used if there is no less harmful or harmless alternative.

ELECTRICAL SAFETY

It is the responsibility of all users to inspect appliances for loose wiring, faulty plugs etc., BEFORE using them. Electrical faults must be reported immediately.

Faulty equipment must be removed from usage and clearly labelled as such. No-one should attempt to repair the equipment themselves.

The following list shows examples of electrical faults:

- Equipment not working;
- Loose wiring;
- Broken casing around wires or applications;

- Electrical arcing (sparks);
- Plugs becoming warm...etc.

All employees, whether paid or voluntary, have a responsibility to observe basic principles of electrical safety as well as inspecting appliances before use, i.e.:

- Ensure that hands are dry before using an electrical appliance;
- Ensure that adequate instructions are obtained before using unfamiliar electrical equipment and comply with the manufacturer's instructions;
- Leads should never be pulled to remove a plug or to lift or move an appliance;
- Switch off at the mains, unplug and put away all electrical equipment (where appropriate) when not in use;
- Sockets must not be overloaded by the use of adaptors (when in doubt err on the side of safety/seek qualified advice); if extension cables are used then these must be placed in such a way so not to cause a hazard to anybody else.

All electrical equipment will be maintained on a routine basis.

ENVIRONMENT AND THE WORKPLACE

The Provision is legally obliged to maintain a safe and acceptable working environment in as far as is reasonable and practicable. Employees, paid or voluntary, have a responsibility to co-operate to maintain this environment.

Lighting

Must be suitable and sufficient in every part of the Provision through which people either pass or work. Doorways and potential hazards like steps must be well lit. Artificial lighting apparatus must be properly maintained and fluorescent lights must be flicker free. Report any lighting issues to the Health and Safety officers.

Heating

The Provision must ensure that a reasonable temperature (not less than 16 centigrade) can be maintained in every room in which people are employed to work. Where temperature is too hot; use fans; however these must be kept at a height and children must be supervised.

Ventilation

Must be effective and suitable to ensure circulation of adequate supplies of either fresh or artificially purified air.

VDUs {Computers}

For safe operation the equipment needs to be properly installed and consideration given to the following points:

- Make sure that the screen is sharp, clean and individual characters can be easily read;
- The characters should not flicker or move;
- There should be no reflection on the screen;
- Ensure that there is adequate lighting to the desk surface adjacent to the machine;
- Ensure that the user's chair has an adjustable height and back support so that a proper sitting position can be maintained.

FIRE PRECAUTIONS

The Management Team are responsible for ensuring that precautions are taken against fire through the routine maintenance of fire safety equipment, through reviewing and posting emergency fire procedures in buildings and educating employees, whether paid or voluntary, in safe practices.

It is the duty of all employees, paid or voluntary, to co-operate in the implementation of this Policy and to report to the Management Team any instances where the property procedures are not being implemented e.g. wedging open of fire doors, escape routes obstructed by furniture or rubbish and the reporting of faulty electrical equipment.

Within the premises, the Provision operates a Policy of No Smoking. It is the responsibility of each individual smoker to ensure that they only smoke outside the building and ensure that their cigarette is properly extinguished

In the event of a fire:

Don't Panic – follow the Fire Procedure

Do not tackle the fire unless:

- You have been trained to do so;
- You feel able to do so;
- You do not put yourself at risk;
- The fire is small.

Fire Procedure

IF YOU DISCOVER A FIRE

1. Immediately raise the alarm
2. If in charge of children, pass their care to the nearest member of staff
3. Tackle the fire if possible with the appliances provided, but **WITHOUT TAKING PERSONAL RISK**.
4. Leave the building, assisting with the evacuation of the children. Ensure you take the signing in sheets to clarify children and staff present.

ON HEARING THE FIRE ALARM

1. (Nominated Person) will call the Fire Service immediately
2. Dial 999 and ask for the Fire Service
3. Wait for the Fire Service to answer
4. Give the full address clearly
5. Evacuate the children in your care by using the nearest available exit and **KEEP THE CHILDREN TOGETHER**
6. Proceed to the assembly point at Stamford hill Library, Portland Avenue, London N16 6SB

Tel: 020 8356 3000

7. The Person in Charge will take a roll call to ensure that no-one has been left in the building.

DO NOT stop to collect personal belongings

DO NOT re-enter the building until told to do so by the Fire Service

FOOD HANDLING

The Provision has a responsibility to maintain acceptable levels of hygiene and health and safety with respect to food. All employees, paid or voluntary, who handle food, have a responsibility to:

- Maintain a high standard of personal hygiene;
- Refrain from handling food when they are suffering from an infectious disease or have boils, ulcers, cuts or rashes, diarrhoea, eye, ear or throat infection or any untoward discharge;
- Adhere to the Provision's Health and Safety Policy;
- Report shortcomings to the appropriate person, e.g. faulty or damaged storage, preparation and service equipment.
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Principles of Safely Handling Food

- All foods must be checked to ensure that they are of the quality, substance and temperature required and that they are within their use-by-dates;
- All foods must be stored under conditions that will prevent their deterioration. Instructions on the label, if present, should be followed.

Keep it Clean – Keep it Cool – Keep it Covered

- Food and food only, must be stored in areas designated specifically for that purpose (refrigerators, cupboards etc.);
- Saucepan handles should not overhang on the stove or worktop edges;

- Any food or liquid spillage must be cleaned up immediately;
- When cooking food, recipes or packet instructions must always be followed;
- Food not eaten at the meal for which it was prepared/issued must not be kept or offered for service at a later time;
- Signs of any type of pest infection must be reported immediately.

Principles of Safely Using Equipment in Catering Areas

- All electrical equipment must be switched off and the plug removed from the power source when it is being cleaned or not in use;
- Refrigerators, freezers and other types of temperature control equipment must be routinely checked to ensure their effectiveness; record this information.
- All equipment must be used according to manufacturer's instructions;
- Doors and lids of equipment in use should fit securely;
- Hob burners, grills, ovens etc., must always be turned off when not in use;
- All cooking equipment should be checked when in use to ensure that it is functioning correctly. Any slight electrical shocks received from the equipment must be reported immediately;
- All equipment and working surfaces must be kept in a clean and hygienic condition;
- Cleaning chemicals should be used at the prescribed dilution rate.

HEALTH AND HYGIENE

The Provision recognises that hygiene is a basic part of any health and safety programme. As such, the Management Team alongside the Health and Safety Officers are responsible for ensuring that the premises are cleaned regularly and that a good standard of cleanliness is achieved overall. Washing and toilet facilities are provided and maintained. Any shortcomings should be reported immediately to the Management Team who will ensure that the necessary action is undertaken.

The Provision's premises are designated as No Smoking.

Employees, paid or voluntary and other users, have a responsibility to ensure that their personal hygiene meets an acceptable standard and that they observe good environmental hygiene practices, e.g. by using the appropriate waste bin for the disposal of rubbish.

INDUCTION AND TRAINING

All employees, paid or voluntary, read through this policy as part of their induction programme. The Management Team has a duty to ensure they are aware of current legislation and that relevant information is disseminated to the appropriate person.

LIFTING AND MANUAL HANDLING

The Provision has a moral and legal responsibility to its employees, paid or voluntary, to reduce the risk of work associated back problems and other lifting and carrying injuries.

It is important to note that the handling of loads applies to lifting, lowering, carrying, pushing, pulling, holding or moving by bodily force any discreet moveable object including a person.

For general guidance, all employees may from time to time have to lift or handle some objects. Firstly consider whether it is necessary to lift the object, consider if there are any alternatives and if you are at all unsure do not attempt to lift. You are responsible for your own safety and for the safety of those you work with.

If you decide to proceed with the lifting activity the correct way to lift is as follows:

- Keep the back straight;
- Place the feet slightly apart;
- Bend the knees;
- Grip firmly (with palms not fingertips), then lift slowly holding the object as close to your body as possible;
- Do not twist the body during the lifting procedure.

ADVERSE WEATHER:

Phoenix Montessori Nursery have an adverse weather policy in place to ensure we are prepared for adverse weather such as snow and heat waves. We will make every effort to keep the nursery open in adverse weather and to cause as little disruption as possible. All our staff are expected to attempt to get to work, regardless of how they normally travel to the nursery. However in cases of very extreme weather conditions the nursery may not be able to operate to its usual opening times. Any decisions will be made by the Nursery Manager in conjunction with the Director of Nursery and will take into account the safety of the children, their parents and the staff team.

Procedures

- We will keep to OFSTED requirements for ratios, we would work on the amount of children who have arrived at the nursery and who are due in on that particular day.
- In the event of staff shortages all pool staff and off duty staff will be contacted to come into work.
- If ratios cannot be maintained or if we feel the safety health or welfare of the children is compromised then we will take the decision to close the nursery. If this is the case, the nursery manager or deputy will telephone parents as soon as possible.
- If high snow fall is forecast during the day then the Manager will speak to the Director of Nursery and a decision will be made as to whether to close the nursery early and parents will be contacted to arrange early collection of their children.
- Parents will be asked to provide water bottles for their children to encourage their child to drink plenty of water during the heat wave periods. Sun creams and sun hats will also be required.
- The nursery monitors the class room temperature on a daily basis.
- No refunds will be offered due to closure for adverse weather conditions.

Nursery pets:

Any proposed Nursery pets, must first be authorized by the Nursery Manager. They must not pose a health risk to staff or children and must be safe to keep.

Children should be encouraged to wash their hands after handling the pet and we must emphasize clearly on positive hygiene.

There needs to be a separate dust pan and brush for cleaning the cages and all waste from the cages need to be disposed of correctly.

REVIEWING THE POLICY

The Policy will be reviewed every year / two years unless a change in legislation necessitates a shorter review period or there are changes in the activities or personnel of the Provision that require changes to be made.