

Health and Safety Policy

1. Policy

Torphins Playgroup firmly believe that the adequate provision for health and safety is essential to working life. The maintenance of healthy and safe working conditions and the prevention of harm through injury are in the best interests of our employees and their families, and our service users, as well as being vitally important to our efficiency and success.

In recognition of this we will:

- Provide and maintain safe and healthy working conditions, equipment and systems of work for all our employees, and will provide up to date information about health and safety issues at work.
- Accept responsibility for the health and safety of service users and other people who may be affected by our activities. The group recognises that we could be liable for any actions which affect safety on its premises.
- Ensure that all employees know and understand their responsibility to cooperate in achieving a healthy and safe workplace and to take reasonable care of themselves and others.
- Ensure that all employees have a working knowledge of this policy and are fully aware of their responsibility for safety, as well as the safety rules which are relevant to their own jobs.
- We will display the health and safety law poster.
- Provide relevant training in health and safety matters to designated staff. All other employees will receive the training necessary to ensure that they are able to do their job safely.
- Identify potential hazards and risks and undertake written risk assessments. The group will introduce, as far as is reasonably practicable, measures to reduce and minimise risk and potential hazards.
- Take account of the health and safety risks to women who are pregnant, women who are breastfeeding and women who have given birth in the last six months.
- Recognise the duty to inform new employees, service users and visitors to the group of its health and safety procedures to ensure that they comply fully and to minimize the risk of breaches in its Health and Safety Policy and procedures.
- Keep this policy up-to-date, particularly if the group changes in nature, size and location. To ensure this, the policy and the way in which it has operated will be reviewed every year.

2. Responsibilities

2.1

Our policy is to provide and maintain healthy working conditions, equipment and systems of work for all our employees, and to provide such information and training as needed for this purpose. We also accept our responsibility for the health and safety of service users and other people who may be affected by the group's activities.



The allocation of duties for safety matters and the arrangements which the group will make to implement the policy are set out below.

The Manager and Committee Chairperson has overall and final responsibility for health and safety in the group and for this policy being carried out at all the group's premises and all activities of the group.

2.2

All employees have a responsibility to cooperate in achieving a healthy and safe workplace and to take reasonable care of themselves and others. They are expected to:

- Make sure that they use proper methods for lifting and handling of children and equipment, as detailed in HSE guidance, for example, keeping the back straight, not lifting equipment that is heavy on their own, and asking someone to help.
- Follow best practice procedures detailed in the group's Infection Control Policy in relation to:
 - Storage, preparation and handling of food
 - Disposal of hazardous substances, including body fluids
 - Keeping the setting and equipment clean and tidy
 - Handwashing
- Report any injury, however slight, to employees, service users, visitors etc.
- Report hazards.
- Keep all fire exits clear and follow procedures if a fire incident occurs.
- Store hazardous substances safely (Control of Substances Hazardous to Health - COSHH).

Whenever an employee notices a health or safety problem which they are not able to put right, they must report the matter immediately to the appropriate person, named above.

3. General Arrangements

3.1 Accidents

We always have a qualified first aider on shift who can deal with any injury requiring treatment and a qualified member of staff who maintains a clearly marked, accessible workplace compliant first aid kit. The first aid kit will be replenished regularly. The group complies with the requirements of Reporting of Injuries Diseases & Dangerous Occurrences Regulations (RIDDOR) 1995.



The group must keep first aid facilities, and at least one member of the group must be a qualified first aider in compliance with Care Inspectorate standards of having a first aider always trained in paediatric first aid available.

RIDDOR Reporting

RIDDOR stands for the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (1995). RIDDOR places a legal duty on employers, the self-employed and those in control of premises to report some work-related accidents, diseases, and dangerous occurrences to the relevant enforcing authority for their work activity.

RIDDOR: Any work-related accident resulting in staff or volunteers being off work for seven days or more, or in a death; someone being taken to hospital; a fracture (except finger, thumb, or toe) must be reported within 15 days from the day of the accident. All incidents can be reported online either through www.riddor.gov.uk or www.hse.gov.uk

.All accidents to any child or adult will be recorded, for a child on Learning Journals.

All accident records must be kept for a minimum of three years from date of entry however it is recommended permanently by (Health & Safety at Work Act 1974) in the group's archives.

3.2 Dealing with Body Fluids

Proper procedures for dealing with body fluids will be followed, as detailed in the group's Infection Control Policy. Guidelines are in Health Protection Scotland's [Infection Prevention and Control in Childcare Settings, May 2018](#).

The Playgroup will also pay heed to current Scottish Government ELC Guidance and implement its expectations: <https://www.gov.scot/publications/coronavirus-covid-19-early-learning-childcare-services/>

4. Fire Safety

We will carry out and record fire drills at least once per term. The number of drills will be sufficient to allow all staff, as well as the children registered with the group, to participate and become familiar with the drill. Adults will be trained in fire drill procedures and will know the location of the evacuation assembly point. Fire exits will be always kept clear. Fire extinguishers, smoke and fire alarms will be checked annually by the Landlords.

5. New Service Users and Visitors

We could be liable for any actions by service users or visitors, which affect safety on our premises. New service users and visitors may not know what hazards there are and what precautions they should take. It will, therefore, be the responsibility of management to make them aware of the Health and Safety Policy and that they accept their responsibility to abide

by the group's procedures.

6. Pregnant Women

We believe that the health and safety of the mother and baby is paramount and will endeavour to minimise risk for pregnant women. Care will be taken to ensure pregnant women are not asked to lift, bend, move or handle heavy equipment. Parental involvement with the group activities will be flexible enough to consider an individual's circumstances.

If a staff member is pregnant, the group will undertake a written risk assessment of their job and will, if necessary:

- Make temporary adjustments to their working conditions and/or hours of work or, if this is not practicable, or would not avoid the risk, then
- offer suitable alternative work (at the same rate of pay), if available or, if this is not feasible,
- suspend the employee from work on paid leave for as long as necessary to protect their health and safety, and/or that of their child.

The risk assessment will be monitored and reviewed regularly, and adjustments made accordingly to ensure the health and safety of the mother and baby is held paramount.

7 Hazards

7.1 Smoking

Smoking is not permitted in any part of the building or grounds.

7.2 Violence and Abusive Behaviour

We will not tolerate any form of violence or abusive behaviour committed by or against any employee, service user or other people who are affected by our activities. Violence or abusive behaviour includes any attempted, threatened, or actual conduct that endangers the health or safety of employees, service users and other people affected by the activities of the group; or any threatening statement, harassment or behaviour which causes someone to believe that their health and safety is at risk. All reports of violence or abusive behaviour will be taken seriously.

Violent and abusive behaviour by paid or unpaid staff (i.e. volunteers) constitutes misconduct and will be dealt with under the group's disciplinary procedures up to and including dismissal. It could also lead to a referral to the SSSC, if appropriate, and/or to the police. We do not accept violent or abusive behaviour or threats of violent or abusive behaviour towards our staff, volunteers or children by parents/carers or visitors to the group. Such incidents will be investigated and dealt with by the management under our grievance and/or complaints procedure and may result if upheld in the loss of the child's place in the group and/or referral to the police.

7.3 Housekeeping and Premises

The Playgroup will maintain a healthy and safe environment in all aspects of routine practice.

- **Cleanliness** - staff will check the toilets, playroom and resources for cleanliness at the beginning of each session. If necessary, items will be cleaned or removed until they can be cleaned.
- **Waste disposal** - normal waste will be disposed of in waste bins provided. Food waste will be disposed of in the designated composting bin. Nappies and other waste with body fluids will be disposed of in accordance with infection control policy guidelines. All bins will be emptied at the end of each session.
- **Children's security** - a register will be kept showing which children and adults are present at a session. Children exiting the playroom will be monitored by a staff member.
- **Safe stacking and storage of equipment** - lifting and handling of equipment will be carried out in accordance with training and health and safety guidelines. Resources will be stored in a safe manner.
- **Checking play equipment** - each play resource will be inspected for cleanliness and damage, before being made available to the children. Resources will be cleaned before being put away.
- **Checking outdoor play spaces** - these should be risk assessed prior to use.

7.4 Checking Electrical Equipment

Procedure for inspecting plugs and cables for loose connections and faults will be completed before use and unsafe equipment removed. Annual PAT testing (Portable Appliance Testing) should take place on all electrical equipment/installations.

7.5 Dangerous Substances

All substances will only be used for specified purposes by adults or under adult supervision. All potentially dangerous substances will be stored securely and out of the reach of children. Although there should not be dangerous substances stored on the premises, there are substances which, if misused, can be dangerous, such as bleach, washing-up liquid, disinfectant, glues, paint, sand, Tippex and Tippex Fluid, solvents, aerosols etc.

Health & Safety Executive Scotland Telephone:

Tel 0845 345 0055

Website www.hse.gov.uk/scotland

8. Health & Safety Risk Assessment

8.1 Why?

The [Health and Safety at Work Act 1974](#) and the [Management of Health and Safety at Work Regulations 1999](#) impose an obligation upon employers to ensure, as far as reasonably practicable:

- the health, safety and welfare of all their employees.
- the health, safety and welfare of persons, not in their employment, who might be affected by the undertaking and activities of the employer.

The employer is also required to assess the risks to the health, safety and welfare of staff and any others affected by the activities.

Where more than five staff, paid or unpaid, are employed the employer has a duty to:

- record the significant findings of the assessment.
- Identify any group of employees, or other persons who are regarded as being especially at risk.

Even where there are fewer than five employees, paid or unpaid, we recommend that the significant findings of the assessment are recorded.

8.2 What is it?

A risk assessment is a process that provides a systematic examination of the work activity and requires the employer to:

- Identify the hazards present. A hazard can be defined as something with the potential to cause harm or injury.
- Identify the people who might be at risk. A risk can be defined as the likelihood of harm or injury from a hazard.
- Identify factors/causes which contribute to risks - e.g., faulty/unguarded equipment, poor hygiene routines etc.
- Evaluate the consequences of risk - i.e., whether harm or injury will be very likely or unlikely to happen and whether it is likely to cause minor or more serious to life threatening injury.
- Determine and implement changes which are needed to eliminate or control the risk whenever a particular activity is being carried out.

8.3 Risk Assessment

A written risk assessment helps:

- the management of health and safety.
- to reduce the possibility, extent and cost of injuries, illness, property and equipment damage.
- regarding compliance with the law.
- to produce a quality working environment.

Torphins Playgroup are responsible for the safety and wellbeing of the children attending the group. We are also responsible for ensuring the health, safety, and welfare of all staff, paid or unpaid and other people who are involved, in any way, in the activities and undertakings of the group. We have a duty to eradicate or control any risks to children, staff, parents, and others who are associated with the work of the group.

We will:

- conduct written risk assessments.
- record significant findings of the assessments.
- monitor the management of risks by ensuring that discussions about risks and hazards are on the agenda at staff meetings.
- accurately record and report accidents or incidents as they occur and review termly to identify trends.
- Carry out a review annually to ensure risks are being managed or eliminated appropriately and to identify new or emerging risks.



The effective implementation of our health and safety policy requires the commitment and involvement of staff, parents, children, and other adults. We maintain a safe, healthy and secure environment. The Manager is responsible in undertaking the task of review, however, parents, committee members and staff should be consulted and asked for their input. In some of the areas where risks are identified, guidance and advice should be sought from the professional agencies - e.g., environmental health or the fire services - to ensure appropriate measures are taken to eliminate or control risks.

We will carry out suitable and sufficient risk assessments which identify the significant risks arising out of the work of the group. The assessments will be used to provide a set of control measures which will be followed whenever a particular activity or piece of equipment is used during the group's work. The control measures aim to eliminate, or manage and minimise, potential harm or injury to any person, child, or adult, engaged in the activity.

8.5 Risk Assessment Process/ Risk Benefit Process

Our settings Risk Assessments and Risk/Benefit Processes will be carried out using advice from HSE and Play Scotland.

8.6 Monitoring

As with any aspect of group activities, it is important to keep a watch on health and safety matters to gauge how successfully the group is operating. Monitoring health and safety performance requires the group to regularly examine and check that:

- Safety standards and procedures are being implemented.
- The controls introduced to eliminate or minimise risk are working.
- Information and insight gained through monitoring are used to improve practice and procedures.
- accidents and incidents are recorded and brought to the attention of appropriate personnel.

If injury, illness, or damage to property occurs, or nearly occurs, we need to investigate what and why something happened, so that remedial action can be taken to control the risk. The outcomes of monitoring health and safety performance must feature regularly on the group's management agenda.

Remedial actions, because of monitoring, may require:

- Organisational and policy changes.
- Group expenditure on resources and equipment.
- Updating health and safety information to parents.
- Health and safety training.

We will keep a record of all accidents and incidents which occur during the group's activities. We will do this by using Learning Journals. We will investigate the accident and incident thoroughly to ensure we get to all the underlying causes of the accident/incident. Thorough investigations will be used to identify the hazards involved and will suggest measures to take to avert such accidents/incidents happening again.

8.7 Reviewing

Monitoring provides information which lets the group review and evaluate its performance in health and safety matters. The information can:

- Show to what extent health and safety policy and standards are being complied with.
- Identify areas which need attention.
- Demonstrate what has been achieved.



Auditing the accident and incident record provides information about the types of injury and incidents which occur from which an analysis can be made of:

- The immediate and underlying causes of accidents and incidents.
- Trends in occurrence of accident and incidents.
- Common features.

We will assess the information in order to identify where improvements need to be made and the action necessary to make the improvements.

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