

HEALTH AND SAFETY POLICY

Vishenka nursery believes that the health and safety of children is of paramount importance. We make our nursery a safe and healthy place for children, parents, staff and volunteers. We aim to make children, parents and staff aware of health and safety issues and to minimise the hazards and risks to enable the children to thrive in a healthy and safe environment.

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 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 \(EYFS\) 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 2002](#) (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 minimizing 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.

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

- Ensures all entrances and exits from the building, including fire exits are clearly identifiable and 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.
- Ensures that all staff, visitors, parents and children are aware of the fire procedures and regular fire drills are carried out.
- Has the appropriate fire detection and control equipment which is checked regularly to make sure it is in working order.
- Ensures that all members of staff are aware of the procedure to follow in case of accidents for staff, visitors and children.
- Ensures that all members of staff take all reasonable action to control the spread of infectious diseases and wear protective gloves and clothing where appropriate.
- Prohibits smoking/vaping on the nursery premises.
- Prohibits any contractor from working on the premises without prior discussion with the manager in charge.
- Encourages children to manage risks safely and prohibit running inside the premises unless in designated areas.

- Conducts risk assessments for all electrical sockets and take appropriate measures to reduce risks where necessary. Ensure that no trailing wires are left around the nursery.
- Ensures all cleaning materials are placed out of the reach of children and kept in their original containers
- Prohibits certain foods that may relate to children's allergies, e.g. nuts are not allowed in the nursery.
- We follow the EU Food Information for Food Consumers Regulations (EU FIC), which are enforced in the UK by the Food Information Regulations 2014 (FIR). We identify the 14 allergens listed by EU law that are used as ingredients in any of the food and snacks we provide to children and ensure that all parents are informed.
- Follows the allergies and allergic reactions policy for children who have allergies
- Familiarises all staff and visitors with the position of the first aid boxes and ensure all know who the appointed first aiders are.
- Appropriately stocks first aid boxes and checks their contents regularly.
- Ensures children are supervised at all times.
- Ensures no student or volunteer is left unsupervised at any time
- Ensures staff pediatric first aid certificates are made available to parents upon request.

Responsibilities

Members of staff responsible for health and safety are:

Luchia Vanyatynska (The designated Health and Safety Officer)

Tatiana Henderson-Stewart (Nursery Director).

All employees have the responsibility to cooperate 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/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 termly staff meetings provide consultation between management and employees. This will include health and safety matters. Health and safety training Health and safety is covered in all induction for new staff.

Training table

Area	Training required	Who
Pediatric First Aid	Course	All staff
Dealing with blood	In house training	All staff
Safeguarding/Child protection	In house training/course	All staff
Risk assessment	In house training	All staff
Fire safety procedures	In house training	All staff
Food hygiene	In house training	All staff
Allergy awareness	In house training	All staff
Manual handling	In house training	All staff
Changing of nappies	In house training	All staff
Fire warden duties	Coarse/In house training	Manager and Director
Medication requiring technical or medical knowledge e.g. Epi Pen	Coarse/In house training	As required
SENCO	In house training	SENCO
Supervision and appraisal	In house training	Manager and Director

Our trained pediatric first aiders are: Mariia Bozhan, Anzelika Churyumova, Luchia Vanyatynska, Tatiana Jeleapova.

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 will include a prior risk assessment – more details are included in our outings policy

- All equipment, rooms and outdoor areas are checked thoroughly by staff before children access them or the area. These checks are recorded and initialed by the staff responsible. Unsafe areas are made safe where possible or the area is not used to promote the safety of children. In these cases 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 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 includes 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
- 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
- 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 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 informal discussion held at nursery.

The policy is kept up to date and reviewed annually, or as and when required. We therefore welcome any useful comments from members of staff, parents and visitors regarding this policy.

Key Updates to Nursery Policies :

1. Stricter protocols for administering medication, ensuring proper records and parental consent.
2. Enhanced policies for managing allergies, particularly with the rise in severe food allergies (e.g., nut allergies) among children.

3. Updated procedures for managing infection control and hygiene practices, especially in light of recent health risks like COVID-19 and RSV.

This policy was adopted on	Signed on behalf of the nursery	Reviewed:
20th August 2024	Tatiana Henderson-Stewart	20th August 2025