**Health and Safety Policy**

Brue Farm Day Nursery takes the maintenance of health and safety extremely seriously as a matter of both legal and moral importance. All practitioners will be familiarised with the provisions contained within this policy as part of their induction and be expected to act in accordance with them at all times.

Brue Farm Day Nursery aims to ensure the health, safety and welfare of all practitioners, children, visitors and other individuals who may be affected by Brue Farm Day Nursery’s activities and actual existence. The Health and Safety at Work Act 1974 and the Workplace (Health, Safety and Welfare) Regulations 1992 and their associated Approved Code of Practice (ACoP) and guidance will be complied with at all times.The Owner/Manager and all personnel will always strive to go beyond the minimum statutory standards to ensure that health and safety remains the first priority.

The steps below will be actioned as a matter of course:

* Create an environment that is safe and without risk to health
* Prevent accidents and cases of work-related ill health
* Use, maintain and store equipment safely
* Ensure that all personnel are competent in the work in which they are engaged

**Responsibilities of the Registered Person/Manager and Personnel**

The identification, assessment and control of hazards within Brue Farm Day Nursery are vital in reducing accidents and incidents. The Owner/Manager and all personnel are collectively responsible for assessing risks to health and safety arising out of Brue Farm Day Nursery’s activities and introducing suitable steps to eliminate or control any such risk identified.

It is vital to ensure that health and safety matters are taken seriously by all members of staff and other persons who are affected by Brue Farm Day Nursery’s activities. Staff, who, have been found to have blatantly disregarded safety instructions or recognised safe practices will be subject to the procedures laid out in the Staff Disciplinary Procedures Policy.

The Registered Person holds ultimate responsibility and liability for ensuring that Brue Farm Day Nursery operates in a safe and hazard free manner. The Registered Person – along with the Manager is responsible for ensuring that staff both understand and accept their responsibilities in relation to health and safety procedures.

The Registered Person will ensure that adequate arrangements exist for the following:

* Monitoring the effectiveness of the Health and Safety Policy and authorising any necessary revisions to its provisions.
* Providing adequate resources, including financial, as is necessary to meet Brue Farm Day Nursery’s health and safety responsibilities.
* Providing adequate health and safety training for all staff.
* Ensuring that all accidents, incidents and dangerous occurrences are adequately reported and recorded (including informing the Health and Safety Executive, and Ofsted, where appropriate).
* Reviewing all reported accidents, incidents and dangerous occurrences, and Brue Farm Day Nursery’s response, to enable corrective measures to be implemented.
* Ensuring that all personnel and any other adult who come into contact with children at Brue Farm Day Nursery have, appropriate and up to date DBS checks (Disclosure of Barring Service).

The Owner/Manager together with the management team are responsible for the day to day implementation, management and monitoring of the Health and Safety Policy. The management team is required to report any matter of concern regarding Health and Safety Policy to the Owner/Manager.

The Owner/Manager will ensure that:

* The management team are actively ensuring that the health and safety and risk assessment provisions at Brue Farm Day Nursery as set out in this and other policies are being implemented.
* Regular safety inspections are carried out and the reports accurately logged.
* Any action required as a result of a health and safety inspection is taken as rapidly as possible.
* Information received on health and safety matters is distributed to the Registered Person and all members of personnel.
* An investigation is carried out on all reported accidents, incidents and dangerous occurrences.
* All personnel are adequately trained to fulfil their role within the Health and Safety Policy.

Practitioners are responsible for ensuring that the provisions of the Health and Safety Policy are adhered to at all times. As such, they are required to:

* Have regard for the Health and Safety Policy and their responsibilities under it.
* Have regard for any health and safety guidance issued by the Owner/Manager and the management team, and act upon it whenever appropriate.
* Take reasonable care for their own health and safety as well as of other persons who may be affected by their acts or omissions at work.
* Take all reasonable care to see that the equipment and premises that are used by children, and the activities that are carried out at Brue Farm Day Nursery, are safe.
* Report any accidents, incidents or dangerous occurrences that have led to, or may in the future be likely to lead to, injury or damage, and assist in the investigation of any such events.
* Undergo relevant health and safety training when instructed to do so by the Owner/Manager.

**COSHH**

All personnel during their induction will be made aware of their responsibility under the regulations for COSHH. A fact sheet will be obtained for all chemicals whether cleaning or otherwise which are used in the nursery. Fact sheets for all chemicals can be found in the relevant section of the Risk Assessment folder situated in the office. This will help all personnel to establish a safe routine whilst using the appropriate chemicals to fulfil their responsibilities. Appropriate protective clothing will be made available to all personnel, ie: gloves and aprons. It is the Owner/Manager’s responsibility to obtain fact sheets for all chemicals/solutions used within the nursery.

**Insurance**

The Children Act 1989 and 2004, and the Health and Safety at Work Act 1974, place a number of legal responsibilities on Brue Farm Day Nursery. Therefore, Brue Farm Day Nursery has insurance cover appropriate to its duties under this legislation, including Employer’s Liability Insurance. Responsibility will, in most cases, rest with Brue Farm Day Nursery, but all personnel will take reasonable care, both for themselves and other people who may be affected by their acts or omissions at work. If Brue Farm Day Nursery is held responsible for any incident that may occur, public liability insurance will cover compensation.

**Liability**

Under provisions contained in the Occupiers Liability Act 1957, Brue Farm Day Nursery has a duty to ensure that both children and any visitors are kept reasonably safe.The parties named in the wording of the premises contract are responsible for this duty.

Brue Farm Day Nursery’s full responsibilities and procedures in respect of Health and Safety are contained in this policy, alongside the relevant sections of the following policies:

* Staffing
* Physical Environment
* Equipment
* Risk Assessment
* Premises and Security
* Fire Safety
* Visits and Outings
* Health, Illness and Emergency
* Hygiene
* Behaviour Management
* Safeguarding Children
* Documentation and Information

**From 1 June, 2020, due to the Coronavirus Pandemic, Brue Farm Day Nursery will reopen with the following measures, taken from Government’s guidelines and Somerset County’s advice, with smaller numbers of children and few members of staff. These numbers will grow, using government’s guidelines, at all times.**

**Brue Farm Day Nursery is following the latest government guidance regarding the Covid 19 and its guidance on isolation /track and trace**

Please also see the Brue Farm Day Nursery (BFDN) Contingency plan/outbreak management plan (3/12/2022) and Brue Farm Day Nursery (BFDN) Risk Assessment Covid 19

27/9/2020/updates/Refresh for staff regarding the BFDN Risk Assessment 12/7/21

This Policy links to the Safeguarding & Welfare Requirements:

**Safety & Suitability of Premises, Environment & Equipment:** 3.53 & 3.54 Safety

 This Policy links to the EYFS overarching principles:

**A Unique Child**: 1.3 Keeping Safe

 **Enabling Environments:** 3.3 The Learning Environment

This Policy was revised by the Owner/Manager Kath Farthing in January, 2022

To be reviewed in 12 months time or earlier if required