

Health & Safety Policy

Reviewed by: Joe Burton & Helen Mansfield

Next Review date : February 2027

Objective: AIM Education will ensure that it does all that is reasonably practicable to achieve the highest standards of Health, Safety and Welfare in carrying out its activities.

AIM Education is committed to ensuring the Health, Safety and Welfare of its employees and it will, so far as is reasonably practicable, establish procedures and systems necessary to implement this commitment and to comply with its statutory obligations on Health and Safety.

AIM Education is committed to ensuring that all setting practices are carried out within the requirements of the Health and Safety and Work Act 1974 and the Management of the Health and Safety at Work Act 1999.

AIM Education recognises that a systematic approach to health and safety, based on risk assessment procedures (see Risk Assessment policy for more information) will provide and maintain a healthy and safe working environment with the objective of minimising the number of instances of occupational accidents, incidents and illnesses. AIM Education is committed to;

- Maintaining the workplace in a safe condition and providing adequate facilities and arrangements for welfare at work;
- Developing the appropriate setting structure and culture, that supports the concept of risk management by all members of the staff team;
- Providing a safe means of access to and egress from the workplace;
- The provision and maintenance of equipment and systems of work which are safe;
- Arrangements for ensuring safety to health in connection with the use, handling, storage and transport of articles and substances;
- The provision of such information, instructions, training and supervision is necessary to ensure the health and safety at work of its employees and other persons.
- Continual monitoring and evaluation of health and safety requirements in line with current legislation, including the review of all policies and practices to ensure that AIM Education continues to improve standards of performance.



The Company also recognises its duty to protect the health and safety of all visitors to the Company, including contractors, temporary workers and members of the public who might be affected by the Company's work operations.

This policy will be issued to all staff as part of the induction process.

It is the responsibility of all staff, parents and visitors to adhere to this policy.

Responsibility

While the Company will take all reasonable steps to ensure the health and safety of its employees, health and safety at work is also the responsibility of the employees themselves.

It is the duty of each employee to take reasonable care of their own and other people's health, safety and welfare and to report any situation which may pose a serious or imminent threat to the well-being of themselves or of any other person.

It is the responsibility of all members of staff to ensure that health and safety regulations are adhered to and that the health and safety of the children and other members of staff are not compromised in any way.

It is the responsibility of the Manager to ensure that the health and safety of the setting as a whole remains within legislative requirements and that the health and safety of all setting users, including children, staff and parents and carers is not compromised in any way.

If an employee is unsure how to perform a certain task or feels it would be dangerous to perform a specific job or use specific equipment, then it is the employee's duty to report this as soon as possible to their line manager.

Alternatively, an employee may, if they prefer, invoke the Company's formal grievance procedure or they may make a complaint under the Company's provisions on Disclosures in the Public Interest.

Disciplinary action under the Company's disciplinary procedure may be taken against any employee who violates health and safety rules and procedures or who fails to perform their duties under health and safety legislation. Depending on the seriousness of the offence, it may amount to potential gross misconduct rendering the employee liable to summary dismissal.

Supervision Requirements

Children are supervised at all times whilst in the setting, AIM Education uses three levels of supervision dependent upon the activities that are taking place and the location that they are occurring.

- Constant Supervision: Being with the children at all times, actively supporting them using a physical presence or playing with them directly. This level of supervision is most often required when the children are playing high-risk games or using equipment or materials that have a high-risk assessment. This type of supervision is most likely to be required at our risk assessed outdoor setting.
- General Supervision: Being in vicinity of the children but not having an active part in their play, being on hand to support if the children require help or guidance. Being on hand to respond to play cues and observant of the behaviour of the children. This is the most common form of supervision and allows for an overview of the play setting, most commonly used with play activities that have a medium level of risk.
- Low Supervision: Keeping a watchful eye on the children from a distance and making sure that they are playing safely but freely. Keeping an overview of what the children are doing while not interfering. This is most commonly used with low risk activities.

Parents and carers are required to sign their child out of the setting before they leave. This is in accordance with health and safety and fire regulations and the Child Release Arrangements policy of AIM Education.

Child Protection / Safeguarding

All members of staff will receive training in child protection as part of their induction training (see Staff Induction Policy for further information).

All members of staff are instructed in the specific procedure for AIM Education, especially as regards to disclosures and suspicions of child abuse. (See the Safeguarding Policy for further information).

Accidents and Incidents

All members of staff are required to obtain a paediatric first aid qualification prior to or within the first three months of commencing employment at AIM Education. In addition, all members of staff are instructed in the correct procedures for dealing with accidents and incidents including completion of documentation. The setting has a separate accident and incident folder which are used to document each accident and incident that takes place in the setting. (See Accident and Incident Policy for further information).

Emergency Procedure

There is a documented procedure for emergencies which is displayed in all of the areas that are accessed by AIM Education. Where there are customers who have English as an additional language the information will be displayed in their first language in addition to English.

All members of staff are trained in the emergency procedure and fire drill evacuations take place once per month. (See Emergency Evacuation Policies and Procedures for further information).

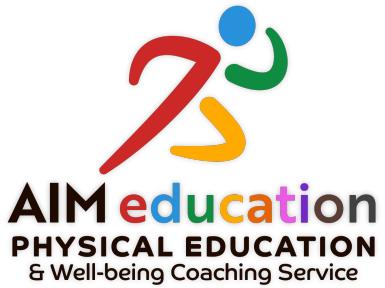
Administration of Medications

All administration of medications are strictly controlled and done in accordance with the AIM Education Administration Policy and Procedure.

Illnesses

In accordance with AIM Education Sickness, Medicine and Emergency Treatment policy, children will not be admitted if they are showing signs of an illness or ailment which may be contagious. AIM Education uses guidance from Public Health England (PHE) to determine the exclusion guidance for contagious illnesses.

If a child becomes unwell during the course of the session, members of staff will ensure that the child is comfortable but does not pose any risk to the other children in the setting. The member of staff will contact the child's parent / carer and observe the child closely until they are collected. For further information, refer to the Sickness, Medicine and Emergency Treatment policy.



Personal Hygiene

All members of staff and children are encouraged to maintain an acceptable level of personal hygiene and follow the AIM Education policy on hygiene.

Maintenance and Storage of Equipment

AIM Education has a wide variety of equipment and materials that are used by the children in the course of their play and enjoyment at the setting. All equipment is bought from approved suppliers and is checked to ensure compliance with the British Safety Standards.

All equipment is well maintained and checked on a regular basis to ensure that it prevents a risk to the health and safety of the children. Equipment and materials which do pose a hazard but which have an evidenced benefits for the development of children are used under constant supervision and stored securely after use.

The Premises

The premises that AIM Education operates from are regulated by Ofsted. Internal audits are completed regularly by senior members of staff. Members of staff check each setting each day to ensure that there are no risks or hazards that would compromise the health and safety of the children, parents and carers or staff.

At the end of the session members of staff ensure that the premises are left clean, safe and tidy.

Safety and Security

AIM Education feels that the safety and security of the children, parents and carers and staff are paramount to the running of the setting. A secure entry system is in place to ensure that only persons with a legitimate reason for being on the premises have access.

Smoking

AIM Education operates a strict no smoking policy, this means that there is no smoking at any time on any part of the premises.

The no smoking policy also applies to parents, carers and visitors to the setting. AIM Education has this policy in the best interests of the children and staff.

Accident Reporting & Investigation (RIDDOR)

All injuries, however small, sustained by a person at work must be reported to their line manager, the safety officer or the Chief Operating Officer and recorded in the accident book. Accident records are crucial to the effective monitoring of health and safety procedures and must therefore be accurate and comprehensive. The safety officer or Chief Operating Officer will inspect the accident book on a regular basis and all accidents will be investigated and a report prepared, with any necessary action being taken to prevent a recurrence of the problem.

All accidents will be investigated and recorded by the Manager within the Accident Reports. The appropriate enforcing authority will be notified under the Reporting of Injuries Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR), where necessary.

Access and Egress

In order to ensure a safe working environment all staff have a responsibility to ensure all areas of access and egress are kept clear of obstructions.

- walkways and passageways must be kept clear and free from obstructions at all times;
- if a walkway or passageway becomes wet it should be clearly marked with warning signs and any liquid spilt on the floor should be wiped up immediately;
- trailing cables should not be left in any passageway;
- where objects are stored in or around a passageway, care must be taken to ensure that no long or sharp edges jut out into the passageway.

Control of Substances Hazardous to Health (COSHH)

As an employer, we have a duty under the Control of Substances Hazardous to Health Regulations 2002 to prevent employees from coming into contact with substances hazardous to health.

Chemicals and Material: It is Company policy to, wherever possible; avoid the use of substances that have the risk of being hazardous to health. Safety data sheets under the Control of Substances Hazardous to Health (COSHH) or Chemical Hazard Information Packaging (CHIP) information supplied by manufacturers will be held on file for all substances and available for staff reference purposes and risk assessment. Staff who use these chemicals and materials have the duty of care to make themselves aware of the potential hazard, contradictions and treatments.

Measures and Provisions: We have conducted a risk assessment in relation to all substances used on our premises and concluded that no substance presents a high risk.

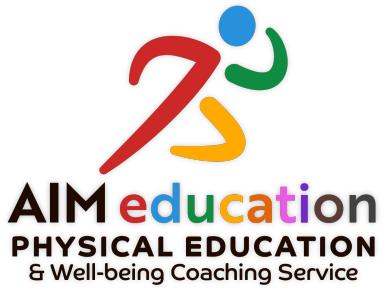
1. The majority of substances used within the nursery are of domestic standard for household use and therefore do not present any threat to health and are safe to use;
2. AIM Education has general hygiene measures in place, together with the provision of personal protective equipment (PPE) to further ensure the safety of employees;
3. Cleaning substances are of domestic standard;
4. All substances are correctly stored in clearly labelled containers;
5. Cleaning substances are safely stored in child-safe cupboards;
6. Adequate washing facilities are available within all nursery areas;
7. PPE Aprons and rubber gloves are provided where required;
8. All waste products, including medical waste is disposed of safely in accordance with statutory regulations;
9. Safety Data Sheets (COSHH) for cleaning products are filed in the Manager's office and are accessible to all staff. A COSHH product record is also kept where any chemicals are/may be stored, e.g. bathroom, kitchen etc.

COSHH folder: A record of all products used within the company is stored within the COSHH folder. This folder is updated by the manager and is stored in the manager's office.

All staff know the requirements of COSHH and safety procedures.

The COSHH sheets provide the required safety data and a record of the companies used as suppliers

- Product name;
- Ingredients;
- First Aid information and Safety requirements.



First Aid

A First aid box is located at a strategic point in the main reception at each venue. An additional First Aid box is kept with each camp leader.

All employees will be shown the location of the nearest first aid box and will be given the names of the designated first aid personnel identified through signage in each location. All staff will be working towards or qualified in paediatric first aid. All staff will carry a personal first aid kit.

As per the AIM Education Accident and Incident policy, the following procedure should be followed in the event of an accident or incident:

- Notify a First Aider immediately;
- The First Aider will assess the situation and take the necessary action;
- Notify the Chief Operating Officer

Child Protection Statement

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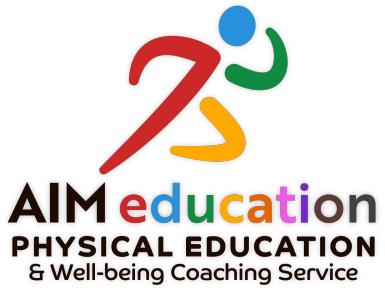
Next Review date : June 2025

AIM Education acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and Ofsted requirements.

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children;

- have a positive and enjoyable experience of physical activity at AIM Education in a safe and child centred environment
- are protected from abuse whilst participating at AIM Education.

AIM education acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.



As part of our safeguarding policy AIM Education will;

- promote and prioritise the safety and wellbeing of children and young people
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the employment/deployment of unsuitable individuals
- ensure robust safeguarding arrangements and procedures are in operation.

The policy and procedures will be widely promoted and are mandatory for everyone involved in AIM Education. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances;

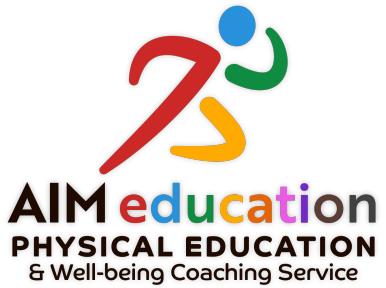
- changes in legislation and/or government guidance
- as required by Ofsted
- as a result of any other significant change or event

Child Protection Policy

Statement of Commitment

AIM Education is committed to safeguarding and promoting the welfare of all children and young people who participate in our activities. We recognise our legal and moral duty to ensure that children are protected from harm, abuse, neglect, exploitation, and inappropriate treatment.

The welfare of the child is paramount in all circumstances. All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, or socio-economic background, have the right to equal protection from harm and abuse.



Purpose of the Policy

This policy aims to:

- Protect children who receive AIM Education services.
- Provide staff, volunteers, parents and carers with clear guidance on procedures when concerns arise.
- Ensure staff understand their safeguarding responsibilities and reporting processes.
- Promote a safe, supportive and child-centred environment.

Scope

This policy applies to:

- All employees
- Volunteers and sessional staff
- Contractors and visitors
- Anyone working on behalf of AIM Education

All individuals working with children have a responsibility to safeguard and protect children from harm.

Roles and Responsibilities

Designated Safeguarding Lead (DSL)

The Designated Safeguarding Lead is responsible for:

- Managing safeguarding concerns and referrals.
- Liaising with local safeguarding partners, children's services, police and external agencies.
- Ensuring safeguarding records are accurate, confidential and securely stored.
- Supporting staff in safeguarding matters.
- Ensuring safeguarding training is completed and updated.

Staff Responsibilities

All staff must:

- Maintain an awareness of safeguarding issues.
- Recognise signs and indicators of abuse or neglect.
- Report concerns immediately to the DSL.
- Record concerns accurately and promptly.
- Maintain professional boundaries at all times.
- Follow safer working practice guidance.

Failure to report concerns may be treated as a disciplinary matter.

Recognising Abuse

Staff should be alert to possible signs of:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Exploitation, bullying or online harm

Any suspicion, disclosure or allegation must be treated seriously and reported immediately.

Responding to Concerns or Disclosures

If a child makes a disclosure:

- Remain calm and listen carefully.
- Do not promise confidentiality.
- Reassure the child that they have done the right thing.
- Record the disclosure using the child's own words as soon as possible.
- Report immediately to the Designated Safeguarding Lead.

The DSL will decide whether to:

- Monitor the situation
- Contact parents/carers where appropriate
- Make a referral to children's services or police

Safer Recruitment

AIM Education will:

- Carry out appropriate recruitment checks including DBS checks.
- Verify identity and qualifications.
- Obtain references before employment begins.
- Ensure safeguarding responsibilities are included in job descriptions.

Training

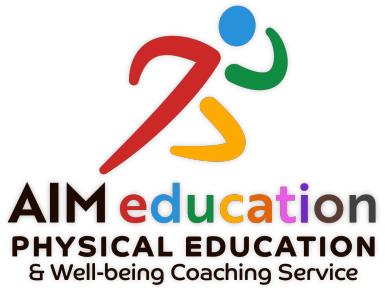
AIM Education will ensure:

- All staff receive safeguarding and child protection training at induction.
- Regular refresher training is provided.
- DSLs receive enhanced safeguarding training.

Record Keeping and Confidentiality

All safeguarding concerns:

- Will be recorded accurately and stored securely.
- Will only be shared on a need-to-know basis.
- Will comply with data protection requirements.



Allegations Against Staff

Any allegation made against a member of staff or volunteer will:

- Be reported immediately to the DSL or senior management.
- Be referred to the Local Authority Designated Officer (LADO) where appropriate.
- Be handled in line with statutory guidance.

Monitoring and Review

This policy will be reviewed annually or sooner if:

- Legislation or statutory guidance changes
- Safeguarding procedures are updated
- A safeguarding incident indicates the need for review

Policy Approval

This policy is mandatory for all staff, volunteers and individuals working with AIM Education. Failure to follow this policy may result in disciplinary action.

Signed: _____
Name: _____
Position: _____
Date: _____

Signed: _____
Name: _____
Position: _____
Date: _____