



HEALTH AND SAFETY POLICY

Fusion Childcare Services considers Health and Safety to be of the utmost importance. We comply with the Health and Safety at Work Act 1974 and the Workplace (Health, Safety and Welfare) Regulations 1992 at all times.

Fusion Childcare Services has appropriate Insurance Cover (Certificate on Display on the Club noticeboards), including Employer's Liability Insurance and Public Liability Insurance.

We aim to work closely with The Grove Schools as our Landlord to ensure that the health, safety and welfare of all staff, parents and children, visitors and other individuals who may be affected by the setting's activities is met to minimise the hazards and risks to enable the staff and children to thrive in a healthy and safe environment.

Staff will take all reasonable steps to minimise accidents to children, parents and staff. However, we must balance this by allowing children to explore their own potential and take reasonable risks to develop into well rounded adults, to surround children with safe activities would only limit their own curiosity and growth.

All members of staff are required to co-operate with the Management of Fusion Childcare Services to achieve a healthy and safe workplace and to take reasonable care for themselves and others in their work, in the following ways:

Each member of staff follows Fusion's Health and Safety Policy and is responsible for:

- Dynamically Risk Assessing
- Maintaining a safe environment.
- Taking reasonable care for the health and safety of themselves and others attending Fusion.
- Reporting all Accidents and Incidents which have caused injury or damage or may do so in the future.
- Undertaking relevant Health and Safety training when required and on induction.

Any member of staff, who disregards safety instructions or recognised safe practices, will be subject to disciplinary procedures.

If a member of staff, parent or other individual notices a Health and Safety issue which he/she is unable to put right then it must be reported immediately to **the Health and Safety Representative at Fusion Wrap around is ABIGAIL WILKINS** and the **Health and Safety Representative at Fusion Pre-School is MRS AKERS/MRS QUIUM**. Children also need to

have a basic awareness of Health and Safety and complete Play/Risk Benefit Analysis forms which is aged appropriate.

Responsibilities of the Registered Person: The Registered Person for the setting holds ultimate responsibility and liability for the safe operation of Fusion. The registered person will ensure that:

- Fusion Wrap Around has a designated Health and Safety officer who is **ABIGAIL WILKINS**.
- Fusion Pre-School has a designated Health and Safety officer who is **MRS AKERS/MRS QUIUM**
- All staff receive information on Health and Safety matters and receive training where necessary.
- The **Health and Safety Policy** and procedures are reviewed regularly.
- Staff understand and follow Health and Safety procedures.
- Resources are provided to meet Fusion's Health and Safety responsibilities.
- All Accident, Incident and dangerous occurrences are properly reported and recorded.
- This includes informing Ofsted, Child Protection Agencies and the Health and Safety Executive under **RIDDOR** (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995) where appropriate.
- All reported Accident, Incident and dangerous occurrences are reviewed, so that preventative measure can be taken.

Responsibilities of the Manager: Fusion's Manager is responsible for ensuring that at each session:

- Premises are clean, well lit, adequately ventilated and maintained at an appropriate temperature.
- All Fusion's equipment is safely and securely stored.
- Children are not allowed in the kitchen.
- Working Fusion mobiles and the Manger's mobile are always available on the premises.
- Chemical and cleaning materials are stored appropriately and in accordance with COSSH data sheets.
- External pathways are cleared by The Grove Schools in severe weather.
- Outside play areas are free from faeces, sharp objects etc.
- Daily environment visual and dynamic checks are carried out.

Security: Security procedures will be regularly reviewed by the Managers, in consultation with staff and parents.

Children are not allowed to leave the premises during the session, unless prior permission has been given by the parents (for example, to attend other extra-curricular activities or a trip). During Fusion sessions, all external doors and gates are kept locked, with the exception of fire doors which are alarmed. Staff monitor the entrances and exits of the premises throughout the session. All visitors to Fusion must sign the Visitor Log and give the reason for their visit. Visitors will never be left alone with the children. If a visitor has no reason to be on the premises, they will be escorted off. If the visitor refuses to leave, we will call the Police. In such an event an Incident Record will be completed, and the Manager will be

immediately notified. Security procedures will be regularly reviewed with the Manager, in consultation with staff and parents.

- All children will be checked off against Fusion's Register on collection from their meeting point and again on arrival and a register is taken throughout the session, **ie at lunch club at Pre-School or at both dinner times and before and after transitions.**
- All children will be signed in /out of Fusion by the parent/ carer dropping them off or collecting them.
- If a person who collects the child is unfamiliar to staff, they will be challenged and asked for the child's Security Password (which is given by parents on the registration forms), be asked to shown photo identification and the child/ren's parents will be contacted to confirm identity of person collecting.
- All staff will hold an Enhanced DBS and registered on the DBS Update Service. Nobody without a DBS will be left unattended with the children.
- Fusion mobile phones will be carried by staff members during the session.
- Any visitor, tradesperson, delivery person on site will sign in and out of the visitor's book.
- Children are aware of their boundaries when playing outside.
- During all sessions at Fusion, all external doors (where possible with our Landlords) are kept locked, except doors used to access the playground which is monitored. Staff monitor the entrances and exists to the premises throughout the session.
- Staff have ID badges.
- Children know that they must wear a high vis jacket and take their name tag when outside and transitioning between sites.

Toys and Equipment: All furniture, toys and equipment are kept clean, well maintained and in good repair. We select toys, equipment and resources with diligence and carry out a visual risk assessment before the children are allowed to use them. Broken toys and equipment are disposed of promptly. A **Play/Risk Benefit Assessment** is completed where an activity or resource could pose a higher than negligible risk. Our risk benefit assessments consider aspects of risky play. We ensure that any flammable equipment is stored safely.

Food, Personal Hygiene and Control Infection: Staff at Fusion Childcare Services maintain high standards of personal hygiene and take all practicable steps to prevent and control the spread of infection.

- A generally clean environment is maintained, particularly in the kitchen and the dining room areas.
- Toilets are cleaned daily, and soap/anti-bacterial hand foam and hand drying facilities are always available. **There are ample toilets and handwashing facilities for children who attend wrap around and there are 2 toilets and 2 basins for our Pre-School Children.** There are separate staff toilets.

Please refer to our Intimate Care Policy for further info.

Children use antibacterial hand cleaner on arrival, at Fusion, between activities and when leaving the premises and regularly through the session as appropriate.

- Waste is disposed of safely and all bins are kept covered.
- Staff ensure that children wash their hands with alcohol free sanitizer before handling food or drink or with water and soap.
- Cuts and abrasions (whether on children or staff) are kept covered.

- Fusion Childcare Services will monitor infectious illnesses and observe incubation periods in line with the Health Protection Agency (HPA).
- Open wounds will be dealt with in the correct manner.
- Tissues are immediately disposed of in a bin

Dealing with Bodily Fluids: Spillages of blood, vomit, urines and faeces will be cleaned up immediately and staff will wear appropriate protective clothing (PPE). Staff maintain high standards of personal hygiene and take practical steps to prevent and control the spread of infection.

Staffing Levels: Staff ratios and levels of supervision are always appropriate to the number, ages and abilities of the children present, and to the risks associated with the activities being undertaken. At our Wrap around, Fusion adopts a 1:8 adult to child ratio for under 8 years and we adopt a 1:15 ratio for over 8 years. At our Pre-School, we adopt a 1:4 adult to child ratio for 2 years old and we adopt a 1:6 for 3 years old.

Risk Assessments: Fusion Childcare Services has a duty to ensure that the premises are a safe place for children, parents, staff and visitors. All activities and premises have hazards, but forethought and safety procedures can minimise risk. Fusion Childcare Services uses its Risk Assessment systems to ensure that it is a safe and secure place for children, staff, volunteers, parents, visitors. All staff are expected to undertake risk assessments as part of their routine tasks. At Fusion we Dynamically Risk Assess (please note that not all Risk Assessments need to be written down). Staff will decide, in consultation with the Manager, which Risk Assessments need to be formally recorded. If changes are required to Fusion's Policies or Procedures as a result of the Risk Assessment, the Management Team will ensure that the relevant documents are updated and that all staff are informed.

In line with current Health and Safety legislation and the EYFS Safeguarding and Welfare Requirements 2021, Fusion have written records of all hazardous activities and potential risks within our environment. At Fusion we carry out **Play / Risk Benefit Assessment / Environmental Risk Assessment** surrounding potentially risky play activities. Fusion will take appropriate action to deal with any hazards or risks identified. It is the responsibility of the Manager to ensure that Risk Assessments are conducted, monitored and acted upon.

Risk assessments will be carried out:

- Whenever there is any change to equipment or resources
- When there is any change to the premises used by Fusion
- When the particular needs of a child necessitate this.

New staff will undertake an Induction and Probation Period and full training is provided to staff for new equipment and new equipment is risk assessed prior to purchase. Insurance may be violated if proper care is not taken.

Daily Checks: We will carry out visual inspections of equipment and the whole premises (indoors and out) daily, before any children arrive. During the session, staff will Dynamically Risk assess and remain alert to any potential risks to Health and Safety. If a member of staff discovers a hazard during the course of a session, they will make the area safe (e.g. by cordoning it off) and then notify the Management Team, who will ensure that any actions needed to mitigate the immediate hazard have been taken and will implement measures to prevent any future incidents. If Fusion are unable to resolve the hazard as it is part of the

buildings/grounds that we rent, we will report any issues to the Head Teachers of the Grove Schools/ our Landlords and or the Schools Caretakers.

Children take an active role in assessing their environment using the Environmental Risk Assessments. Children often complete an environmental picture/word checklist under supervision. If children can see that there is a problem, they problem solve in order to rectify it- chairs are stacked too high, something is broken.

Recording Dangerous Events: The Manager will record all accidents and dangerous events on the Incident or Accident Record Sheets as soon as possible after the event has occurred. If the incident/accident affected a child, the record will be kept on the child's file. Fusion will monitor Incident and Accident Records to see whether any pattern to the occurrences can be identified and resolved

First Aid/ Accident/Medication:

- Fusion Childcare Services is aware that clear procedures are essential for children, parents and staff. Full training is given to staff and volunteers and incorporated into Staff Induction.
- The Manager is responsible for the First Aid Box and its contents are replenished on a termly basis if not required before.
- At least one Emergency First Aider is present on site at all times.
- All staff are aware of First Aid and Accident/Incident procedures as well as the Checking the first aid books procedure- existing injuries.
- Please refer to our **Administering Medication Policy**

Fusion Pre-School- Existing Injuries: We ask parents/carers to fill out an existing injury form if the child has had an injury in the past 24 hours. This is to ensure we are aware of any injuries. If a head bump has occurred staff will continually monitor the child throughout the session.

Fusion Wrap Around- Checking the First Aid books procedure- Existing Injuries:

Before each session commences, staff must check the Infant First Aid book daily for any children who are attending Fusion that have had an accident/injury during the school day, so we can ensure we pass onto parents and also monitor throughout the session.

The Infant School have a collective First Aid Book for accidents that happen at break or lunch time, which is located in the Office or First Aid cupboard. This book contains injuries that have occurred during break or lunch time. Each class have their own First Aid whiteboard for injuries that happen in the classroom and it is Fusion's responsibility to speak to the class Teacher or TA in each class at collection to see if there have been any accidents. If a child has an accident in the classroom then it is recorded in the class book that gets passed onto us at collection by using the Whiteboard. The Junior School has a First Aid Book in their First Aid room, near the main entrance. Fusion staff then complete an 'existing injury form' and document on the register so we can pass onto parent/carers. If a head bump has occurred staff will continually monitor the child throughout the session.

Recording and Reporting of all Accident and Incidents are paramount:

- All Accident and Incidents are recorded and should include the date, time, place of Accident/Incident of injury, who was involved, description of what injury sustained,

and action taken. Parents are notified of an Accident/Incident/Injury when collecting their child and asked to sign accordingly.

- All completed Accident/Incident Forms are archived at the end of each academic year and are retained for 10 years.
- All serious Accidents/Incidents/Injury or death of a child or adult of Fusion Childcare Services are notified to Ofsted and the Health and Safety Executive, RIDDOR (The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995).

Fire safety: Fusion Childcare Services has a full **Fire Safety Policy and Procedure** which is incorporated within our **Alternative Accommodation, Emergency Evacuation, Fire and Closure Policy** detailing a floor plan of the premises. Staff and children are made aware of their role in Fire Safety and the meeting point in case of a Fire. Drills are carried out termly/when needed (new children) and are recorded. The Schools have a level of responsibility for fire safety and the maintenance of fire signage, fire extinguishers, fire alarms etc. Fire Exits to be kept unrestricted/clear, at all times. **Fusion's Fire Safety Officer is ABIGAIL WILKINS** and Fusion Pre-School's Fire Safety Officer is **MRS AKERS/MRS AKERS**. If Fusion need access to the Fire Alarm systems in the schools, these are available at any time. Site plans available on request.

Electrical Safety: Staff/children are not permitted to bring into Fusion any electrical equipment from home to be used on the premises. The Landlords are responsible for Electrical Safety Checking (PAT Testing) in our premises.

Control of Substances: Fusion Childcare Services constantly assess measure and re-assess any cleaning materials that are used on the premises and read and follow instructions carefully and never mix cleaning materials. The schools' contract cleaners are responsible for the overall cleaning of our premises. COSHH Regulations are met. We have our own COSHH risk assessment for products we use.

Zero Tolerance:

Smoking/Vaping

- Fusion Childcare Services operates a No Smoking/Vaping Policy and Smoking/Vaping is not permitted anywhere on the premises of Fusion Childcare Services, including outside play areas. This rule applies to everyone including staff, people collecting children or any other visitors/volunteers.
- All parents and visitors must extinguish cigarettes before entering the premises and are requested to adhere to this policy until such time they leave the premises.
- If we discover that a child has cigarettes in their possession whilst at the Club, we will confiscate the cigarettes and notify their parent/carer at the end of the session.

Alcohol/Drugs and Other Substances:

- Fusion Childcare Services operates a No Alcohol/ Drugs/ Substances Policy. Staff, parents, children and visitors and other individuals are not permitted to drink alcohol/take drugs/substances on the premises and if found under the influence of alcohol/drugs/substances will be asked to leave immediately.
- If we discover that a child has alcohol/drugs/substances in their possession while at Fusion, we will confiscate it and notify their parent/carer at the end of the session or

during the session if necessary. An incident report will be written and relevant safeguarding measures followed.

- Staff are asked not to bring alcohol onto the premises and Fusion Childcare Services is committed to keeping the knowledge of drug and other substances abuse up to date by staff training.
- If a member of staff is found to be under the influence of alcohol/drugs/substances, they will be immediately suspended and disciplinary procedures will follow.
- If a member of staff is taking prescription drugs that may affect their ability to function effectively, they must inform the Manager as soon as possible and seek medical advice. The Management Team will then complete a risk assessment and decide upon appropriate action if necessary. Staff medication on the premises will be always stored securely and out of reach of children.

If a parent/carer appears to be under the influence of alcohol/drugs/substances when collecting their children, we will not release their child/ren to them. The Manager will explain to the parent/carer that we have concerns about the safety of the child if released to them and refer the adult to this policy, the **Health and Safety Policy** and the **Safeguarding Policy**. Fusion will allow the adult the opportunity to contact one of the other contacts detailed on the child's information sheet to collect the child.

If at any time the adult displays threatening or violent behaviour, which may put staff or children at risk, they are asked to leave the premises. If at any time the Manager deems it necessary, the police should be contacted, **IMMEDIATELY** contact the **Designated Safeguarding Lead (DSL)**, who will decide on a further course of action and will record the incident and take appropriate action.

Manual Handling: Fusion Childcare Services will ensure that as far as possible the need for Manual Handling will be avoided, although if it is necessary for staff to move resources/equipment, they should follow the guidelines set out below. Any Manual Handling that is required will be assessed and a Risk Assessment carried out if necessary.

Good Manual Handling techniques:

- Stop and think
- Position the feet
- Adopt a good posture
- Get a firm grip
- Keep close to the Load
- Don't jerk
- Move the feet
- Put down and then adjust
- Fusion Childcare Services will provide Manual Handling training if required and be aware if any staff members are suffering from weak backs or pregnancy. The Manual Handling Operations Regulations 1992 (as amended) and Management of Health and Safety at Work Regulations 1999 will be adhered to.

Extreme Heat policy:

Fusion is committed to protect children, staff, and visitors from the harmful effects of excessive sun exposure and high temperatures and we aim to protect children and staff from sunburn, heat exhaustion, dehydration, and other heat-related illnesses. Children are particularly vulnerable to the effects of heat and ultraviolet (UV) radiation. We are committed to providing a safe environment that minimises the risks associated with hot weather while allowing children to enjoy outdoor play safely. We aim to promote healthy sun safety habits, whilst ensuring children can continue to benefit from outdoor play safely during warm weather. At Fusion we meet our duty of care under H&S legislation, work in partnership with parents and the schools and educate the children about sun safety.

What we will do:

- Hats where possible must be worn outside at all times by children and staff and children will be encouraged to wear clothes that provide good sun protection and that are loose clothing. Sunglasses that have UV filters are also advised,
- Sun cream: Parents must apply sun cream before their child attends;. and children can apply their own at Fusion, age dependant and ability. At Fusion we know the benefits of outdoor play and are aware of the risks that playing in the sun can bring; increase in the risk of developing skin cancer in later life. Children's skin is delicate, but using a minimum of SPF15 sun cream on exposed skin, will support children. **We are more than happy to help children to reapply sun cream throughout the session (consent must be obtained for this in the registration pack).** Please provide sun cream for your child and label the bottle so we know it belongs to you. Due to allergies, we are not able to share sun cream amongst children.
- Staff can wear non-uniform, but must wear a lanyard.
- Children are encouraged to increase their water intake in hot weather and are encouraged to do so in outdoor areas also, with regular water breaks. We advise children to bring their own water bottles.
- Water will always be available to children throughout the session from water dispensers/ taps which children will be able to access independently.
- Water-rich foods such as cucumber, melon etc will be provided where appropriate and ice lollies will be provided.
- Staff will role model good hydration practices by drinking water regularly in front of children.
- All children will be educated about sun safety
- Ensure children have opportunities to rest and cool down.

- The duration of outdoor activities and vigorous physical activities may be limited during the hottest periods, such as when temperatures are in excess of 30°C and staff will risk assessment and decide upon outdoor play.
- Staff will check outdoor equipment, surfaces and play resources before use as metal slides, swings, artificial surfaces and other equipment can become dangerously hot and may cause burns. Any unsafe equipment will be taken out of use until temperatures have reduced.
- Fans will be used to help circulation, but when temperatures are above 35°C fans will not be used as they may not prevent heat-related illness and may worsen dehydration.
- We will keep the use of electric lighting to a minimum
- If our areas become too hot, we will move to airconditioned classrooms/ other parts of the building.

Shade: When the sun is strong, and it is hot we will encourage children to play in shade.

- Provide access to shaded areas in the outdoor environment.
- Use gazebos, canopies, umbrellas, or natural shade where available.
- Encourage children to take regular breaks from direct sunlight.
- Keep indoor areas as cool as possible through ventilation, blinds, curtains, and shaded windows and the use of fans to circulate air. Staff will open windows. Staff will close windows when the outdoor air becomes warmer than the air indoors – this will help to keep the heat out while allowing adequate ventilation in the preschool.
- Monitor room temperatures.

Water Play: Water play will be used as a cooling activity during hot weather. Staff will ensure:

- Appropriate supervision at all times.
- Water equipment is maintained and cleaned regularly.
- Safe hygiene procedures are followed.

Useful links:

<https://www.childcare.co.uk/information/sun-safety-for-children>

<https://www.sunsafenurseries.co.uk/>

<https://www.eyalliance.org.uk/how-be-sun-safe>

Heatwave: Where the Met Office issues weather warnings or temperatures are considered excessive, management may:

- Restrict or suspend outdoor activities.
- Modify operating procedures.
- Take additional measures to safeguard children and staff.

Health risks from heat

Children cannot control their body temperature as efficiently as adults during hot weather because they do not sweat as much and so can be at risk of ill-health from heat. Heat-related illness can range from mild heat stress to potentially life-threatening heatstroke. The main risk from heat is dehydration (not having enough water in the body). If sensible precautions are taken children are unlikely to be adversely affected by hot conditions, however, teachers, assistants, school nurses and all child carers should look out for signs of heat stress, heat exhaustion and heatstroke.

Recognising Heat-Related Illness

All staff will be familiar with the signs and symptoms of heat stress, heat exhaustion and heatstroke.

Possible symptoms include:

- Unusual tiredness
- Headache
- Dizziness
- Nausea or vomiting
- Excessive sweating
- Pale or clammy skin
- Irritability or unusual behaviour
- Floppiness or lethargy
- Confusion or loss of consciousness

If a child shows signs of heat exhaustion, staff will:

1. Move the child to a cool, shaded area.
2. Encourage them to drink water.
3. Remove excess clothing if appropriate.
4. Cool the child using damp cloths or fans.
5. Contact parents/carers if necessary.
6. Seek emergency medical assistance if symptoms worsen or do not improve.

Where heat exhaustion or heatstroke is suspected, staff will follow first aid procedures and seek medical assistance immediately where required. Heatstroke is a medical emergency and emergency services will be contacted without delay.

Children with Additional Needs

Some children, including babies, children under four years of age, and children with certain medical conditions or special educational needs and disabilities (SEND), may be at greater risk during hot weather. Individual needs and risk assessments will be considered when planning activities and routines.

Adopted on:	Last reviewed on:	Reviewed on:	Next review Date:
04.01.14	01.09.2025	03.06.2026	April 2027
<i>Written in accordance with the Statutory Framework for the Early Years Foundation Stage (2025): Safeguarding and Welfare Requirements: Staff Qualifications, training, support and skills [3.33]; Staff taking medication/ other substances [3.27]; Smoking and Vaping [3.28] ; Paediatric First Aid [3.36-3.39]; Safety and suitability of premises, environment and equipment [3.77-3.86] and Risk Assessment [3.91].</i>			
Signed and approved:	Fusion Childcare Services		