



Health and Safety Policy

At Cherish Childcare we provide and maintain safe and healthy working conditions, equipment and systems of work for employees, children, students, volunteers, parents, carers and visitors. We aim to promote a strong health and safety culture through clear procedures, appropriate risk assessment, information, training and supervision.

We recognise our responsibility to take reasonable steps to protect the health, safety and welfare of everyone who may be affected by the nursery's activities and to provide sufficient resources to maintain a safe early years environment.

Legal and regulatory framework

This policy is implemented with regard to the Early Years Foundation Stage (EYFS) statutory framework, the Health and Safety at Work etc. Act 1974, the Control of Substances Hazardous to Health Regulations (COSHH), and relevant guidance from the Health and Safety Executive, UK Health Security Agency, local authority, environmental health and fire safety authorities.

Aims and objectives

- maintain a safe and healthy indoor and outdoor environment;
- maintain safe working practices for staff and safe routines for children;
- identify, assess and manage foreseeable risks while recognising the value of appropriate challenge and risk in children's play;
- ensure hazardous substances, equipment and materials are stored, handled and used safely;
- provide staff with appropriate information, instruction, supervision and health and safety training;
- maintain safe and secure entry and exit arrangements, including emergency exits;
- maintain effective fire, emergency and evacuation procedures;
- ensure children are appropriately supervised at all times;
- support staff, students and volunteers to understand and fulfil their health and safety responsibilities; and
- respond promptly to hazards, accidents, incidents, near misses and concerns.

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1 September 2026	Cherish Childcare	1 September 2027



Responsibilities

Health and Safety Officer

The designated Health and Safety Officer for Cherish Childcare is Cheniece Boothe.

Management responsibilities

The nursery owner/manager has overall responsibility for ensuring that this policy is implemented within Cherish Childcare. Management will ensure that risks are assessed, appropriate control measures are put in place, staff receive relevant information and training, and concerns are acted upon promptly.

Where responsibility for part of the premises, fixed systems, fire equipment, utilities or building maintenance rests with the landlord or premises owner, Cherish Childcare management will report concerns promptly, liaise with the responsible party and retain appropriate records or evidence of actions taken. Nursery management will not assume that a reported hazard has been resolved until satisfactory action or confirmation has been received.

Staff responsibilities

- take reasonable care of their own health and safety and that of children, colleagues and visitors;
- follow nursery procedures, risk assessments and management instructions;
- carry out required safety checks and record them accurately;
- report hazards, defects, accidents, incidents and unsafe practice immediately;
- not use equipment or areas they believe to be unsafe until the risk has been addressed; and
- co-operate with management in maintaining a safe environment.

Failure to follow health and safety procedures may be addressed through the nursery's conduct or disciplinary procedures.

Parents, carers and visitors

Parents, carers and visitors are asked to report any health or safety concern to the manager or the most senior member of staff on duty.

Pregnancy and new or expectant mothers

The manager is responsible for ensuring that an individual risk assessment is completed for any employee who is pregnant, has recently given birth or is breastfeeding where this is relevant to their work. Staff are

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encouraged to notify management as early as reasonably possible so that risks can be assessed and appropriate adjustments, support or control measures put in place.

Risk assessments will be reviewed as circumstances change and at appropriate stages during pregnancy and following return to work.

Daily premises and environment checks

A visual safety check of rooms, entrances, exits, outdoor areas, furniture, equipment and resources is completed before children use the relevant area each day or session. Any unsafe item or area will be made safe, removed from use or restricted until remedial action has been taken.

- Entrances and exits, including fire exits, are kept clear and capable of being opened as required in an emergency.
- Normal access doors and gates are secured appropriately to prevent children leaving the premises unsupervised and to reduce unauthorised access.
- Furniture, fixtures, equipment and resources are checked for obvious damage, instability, sharp edges, breakages or other hazards.
- Electrical equipment, plugs, leads and sockets are visually checked for obvious defects. Extension leads and sockets must not be overloaded and trailing cables must not create trip hazards.
- Floors and walkways are kept as clear, dry and obstruction-free as reasonably practicable.
- Outdoor areas are checked before use for hazards, unsafe equipment or inappropriate items.

Risk assessment

Risk assessment is an ongoing part of nursery practice. Formal risk assessments are completed where appropriate and are reviewed at least annually, sooner where circumstances change, following an incident or near miss, when new equipment or activities are introduced, or where a new hazard is identified.

- rooms and indoor spaces;
- outdoor areas;
- security and access arrangements;
- activities and resources;
- furniture and equipment;
- electrical items and trailing leads;
- cleaning products and other COSHH substances;
- food storage and preparation;

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- fire and emergency arrangements;
- outings and visits;
- manual handling;
- lone working where applicable;
- pregnancy and individual staff needs; and
- individual children where additional health, medical, SEND or behavioural risks require specific planning.

Children are supported to learn how to assess and manage appropriate risks safely. We do not prohibit ordinary physical play simply because it involves movement; instead, staff supervise and intervene where behaviour or an environment presents an unreasonable risk of harm.

Fire and emergency safety

Cherish Childcare has fire and emergency evacuation procedures that are shared with staff, students and volunteers. Fire drills are carried out in accordance with the nursery's fire and evacuation arrangements and records are maintained.

Fire detection and control equipment is maintained by the party responsible for the relevant equipment or premises. Cherish Childcare management checks that required arrangements are in place, reports defects promptly and follows up outstanding concerns with the premises owner or landlord.

Accidents, incidents and first aid

All staff are expected to know how to respond to accidents and incidents and where first aid equipment is located. Accidents, injuries and first aid treatment are recorded and parents/carers are informed in accordance with nursery procedures.

First aid boxes are kept appropriately stocked and accessible to staff but out of children's reach. The manager, or a person delegated by the manager, is responsible for checking first aid supplies regularly and arranging replacement of used or expired items.

Paediatric First Aid

At least one person who holds a current full paediatric first aid (PFA) certificate, consistent with the EYFS requirements, will be on the premises and available at all times when children are present and will accompany children on outings.

Whilst children are eating, Cherish Childcare will ensure that a member of staff with a current full PFA certificate is present in the room and able to respond promptly in an emergency.

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PFA certificates are renewed within the required three-year period. Cherish Childcare monitors staff certificates and plans training so that appropriate PFA coverage is maintained.

Where a newly qualified practitioner needs PFA in order to be counted in ratios at the relevant qualification level, management will ensure the practitioner holds the required certificate or completes the required training within the applicable EYFS timeframe before being relied upon in ratios at that qualification level.

A list of staff who hold a current PFA certificate, or the relevant certificates, will be made available to parents and carers.

Food safety, allergies and choking

All staff involved in preparing and handling food receive appropriate food hygiene training. Food is stored, prepared and served hygienically and in a way that takes account of children's ages, developmental stages, allergies, intolerances and individual health needs.

- Parents/carers provide information about allergies, intolerances and dietary or medical requirements before a child starts and update the nursery when circumstances change.
- Where a child has a known allergy, management will work with parents/carers and, where appropriate, health professionals to maintain an up-to-date allergy action plan.
- Relevant allergy information is shared with staff who need to know, including staff involved in preparing or serving food.
- Staff remain alert to the signs of allergic reaction and anaphylaxis and know the child's agreed emergency response.
- Food is prepared and presented in a way that reduces choking risk and is appropriate to each child's developmental stage.
- Children are always within sight and hearing of staff whilst eating and staff remain alert because choking can be silent.

Infection prevention and hygiene

Staff take reasonable steps to reduce the spread of infection. This includes appropriate hand hygiene, cleaning routines, use of protective gloves or clothing when required, safe nappy changing arrangements and following infection-control procedures.

Children are supported to develop good hygiene habits in an age-appropriate way, including handwashing, respiratory hygiene and safe toileting routines.

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COSHH and cleaning materials

Cleaning products and other hazardous substances are managed in accordance with COSHH arrangements. They are stored securely in a designated area inaccessible to children, kept in their original labelled containers unless a suitable labelled working container is required, and used in accordance with manufacturer instructions.

Where reasonably practicable, higher-risk cleaning products or processes are used when children are not present in the immediate area. Staff must not leave hazardous substances unattended or within children's reach.

Security, visitors and contractors

- Reasonable steps are taken to prevent unauthorised people entering the nursery.
- Visitors are identified, their purpose is established and they are supervised as appropriate.
- Contractors must not begin work in nursery areas without prior agreement from the manager or designated senior person.
- Contractor activity is planned so that children are protected from tools, equipment, substances, noise, dust or access to unsafe work areas.
- Students and volunteers are supervised in accordance with their role and suitability and are not left with children unsupervised unless this is permitted by the EYFS and the setting has confirmed their suitability and competence.

Supervision and children with additional needs

Children are appropriately supervised at all times. Staffing arrangements take account of the number and ages of children, their individual needs, the environment and the activity taking place.

Where a child has SEND, a disability, medical need or other vulnerability, reasonable adjustments and individual risk-management arrangements will be considered so the child can participate safely and meaningfully. Accessibility will be supported wherever reasonably practicable.

Students and trainees

Students and trainees are provided with a safe environment in which to learn. Their induction includes relevant health and safety information and they are supervised according to their role, experience and competence.

Water safety and legionella

Cherish Childcare will take reasonable steps within its control to reduce risks associated with water systems. Where maintenance, testing or legionella management is the responsibility of the premises

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owner or landlord, management will liaise with that party, report concerns and retain appropriate evidence or confirmation where available.

Health and safety training

Health and safety forms part of induction for new staff. Staff receive information and training relevant to their role, which may include risk assessment, fire safety, emergency evacuation, infection control, food hygiene, manual handling and first aid.

The person responsible for monitoring staff health and safety training is Cheniece Boothe. Training needs are reviewed through induction, supervision, staff meetings, appraisal, changes in practice and following incidents or identified concerns.

Monitoring and review

Health and safety is monitored through daily practice, recorded checks, risk assessments, accident and incident records, staff supervision and discussion. Management reviews accidents, incidents and near misses for patterns or recurring hazards and takes action where required.

Staff contribute by raising hazards or concerns as they arise, participating in staff meetings and supervision, completing checks and risk assessments, and suggesting improvements to procedures or the environment. Parents and carers are also encouraged to raise concerns or suggestions.

This policy is reviewed annually, or sooner following significant changes to legislation, guidance, premises, practice, equipment or a serious incident.

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