



Overall Approach to Risk Assessment

Considerations from the legal team:

Ultimately the employer is accountable for health and safety and therefore cannot delegate health and safety duties. It can require staff to cooperate with them and to follow what they are told, but it cannot delegate a duty. There is no problem asking staff to do something e.g. a risk assessment, which is part of the policy, but it remains the employer's duty to ensure it's done and that it's suitable and sufficient. It would not be a defence to a nursery if a member of staff did not undertake, for example, a risk assessment. The employer must therefore have a system in place to ensure such things are done.

In the EYFS at Rossall we promote the safety of children, parents, staff and visitors by reviewing and reducing any risks. We believe the health and safety of children, staff and parents is of paramount importance.

Risk assessments

Risk assessments document the hazards/aspects of the environment that needs to be checked on a regular basis, who could be harmed, existing controls, the seriousness of the risk/injury, any further action needed to control the risk, who is responsible for what action, when/how often will the action be undertaken, and how this will be monitored and checked and by whom.

The nursery carries out written risk assessments regularly weekly. These are regularly reviewed and cover potential risks to children, staff and visitors at the nursery. When circumstances change in the nursery, e.g. a significant piece of equipment is introduced; we review our current risk assessment or conduct a new risk assessment dependent on the nature of this change. Any hazards will be reported to our onsite health and safety team.

All staff are trained in the risk assessment process to ensure understanding and compliance.

All outings away from the nursery are individually risk assessed and adequately staffed with paediatric first aid trained practitioners. For more details refer to the visits and outings policy.

Risk assessment covers adults and children include:

- Checking for and noting hazards and risks on our premises indoors and outdoors and for activities
- Assessing the level of risk and who maybe effected
- Declaring which areas need attention and developing an action plan that specifies the action required , the time scale for action , the person responsible for the action and any funding required.
- The risk assessment regularly reviewed
- We maintain our risk assessment which are checked daily before the session begins
- Premises and equipment must be organised in a way to meet the needs of the children

- As far is responsible, the facilities equipment and access to the premises are suitable for children with disabilities

Hints and tips

Please refer to the Health and Safety Executive's 'Five Steps to Risk Assessment' www.hse.gov.uk/risk/fivesteps.htm for further support with the risk assessment process. The Five Steps to Risk Assessment publication and risk assessment templates can be downloaded from the Health and Safety Executive's website at www.hse.gov.uk

Legal Framework

Management of health and safety at work regulations 1999

This policy was adopted on	Signed on behalf of the nursery	Date for review
<i>Lent Term 2022</i>	<i>Ashleigh Collins</i>	<i>Lent Term 2023</i>