



Moving & Handling Policy

Pippins Pre-School and Nursery recognises its responsibility both to provide curriculum access for children with disabilities and to ensure the health, safety and welfare of its employees as far as practicable. This Moving and Handling Policy includes manual handling complying with the requirements of The Manual Handling Operations Regulations, 1992 (revised 1998 edition), The Health and Safety at Work Act, 1974 and Equality Act 2010

Aims:-

- Ensure full access to the curriculum and participation in activities within the setting for children with disabilities
- Ensure the dignity and right to privacy of such children
- Avoid manual handling and lifting of hazardous loads as far as reasonably practicable
- Reduce any risks identified to the lowest possible level.
- Review any handling plans and risk assessments annually or sooner if a significant change occurs.
- Provide such information, instruction, training and supervision as is necessary to ensure the health, safety and welfare at work of all employees.
- Protect the health and safety of visitors to the setting whilst they are on the premises as far as reasonably practicable.
- Ensure that all early years educators are aware of this policy and have read and understood relevant risk assessments.
- Ensure that every room where people work shall have sufficient floor area, height and unoccupied space for the purposes of health and safety and welfare.
- Ensure that employees recruited to carry out moving and handling tasks are competent and capable requesting them to complete an Occupational Health Questionnaire as required.
- Ensure equipment provided is available for use, e.g. charged up, serviced, faults reported.
- Monitor all accidents and incidents and ensure they are entered in the Accident Book.
- Implement and maintain works systems (handling plans) that are safe and without health risks.
- Make reasonable allowances for employees who become pregnant or develop a medical condition which may affect their ability to perform the required moving and handling tasks. Any person becoming unfit for the work must not return to it until a medical professional deems them fit enough.

Children at Pippins Pre-School and Nursery will:-

- Have their entitlement to curriculum access and full participation in the life of the setting acknowledged.
- Receive appropriate assistance from staff employing safe systems of work (Handling Plans)
- Have their dignity and privacy protected at all times
- Have their safety championed and the risk of injury minimised or eliminated.
- As far as they are able, be expected to move independently and take responsibility for their safety and that of others.

Early years educators employed at Pippins Pre-School and Nursery will take reasonable care of the health and safety of themselves and others who may be affected by their acts or omissions including:-

- Report any medical conditional (temporary or permanent) that may develop (including pregnancy) which may affect their ability to carry out moving and handling tasks to the Manager.
- Not to carry out moving and handling procedures without appropriate advice/training.
- Report any accident or incident including a near miss to the Manager and complete an Accident Book entry and/or Incident Form
- To use aids provided to prevent the likelihood of an accident happening for example using a swivel seat to move a child/adult, using stools, steps, step-ladder to move objects higher than head height - refer to lifting poster.
- Assess an emergency situation first without rushing in to lift a child. (If the child has fallen, whenever possible the early years educator will reassure the child and get help if necessary. They will give him/her time to recover and then encourage the child to get up by themselves, or with the minimum of assistance needed. If this is not possible, they will follow the emergency techniques described in the moving and handling training)

This policy was adopted at a meeting of Pippins Pre-School and Nursery

Held on Thursday 9th October 2025

Signed on behalf of the Management Trustee Directors



Role of signatory (e.g. chair etc.)

Chair

Commenced 2008 – Reviewed 14.10.2024