

Moving and Handling Policy

stABILITY Stavordale House, 6 Stavordale Road, Weymouth, Dorset, DT4 0AB

Date of Issue: 19/6/2025 Review Date: June 2026

1. Policy Statement

stABILITY is committed to ensuring a safe and supportive environment for all individuals using our respite service. While no personal care is provided, staff may still be involved in supporting individuals with mobility challenges (e.g., guiding, repositioning in chairs, assisting with walking aids). This policy sets out how such activities will be carried out safely and respectfully, in line with UK legislation and best practice.

2. Purpose

To minimise the risk of injury to staff and individuals when moving or assisting people with mobility or positioning needs, and to ensure all handling is done with dignity, respect, and consent.

3. Scope

This policy applies to all staff at stABILITY who may be involved in any aspect of moving or handling individuals, equipment, or objects during the delivery of respite support.

4. Key Principles

- No Personal Care: Staff do not carry out personal care (e.g., lifting, toileting, dressing, bathing).
- Person-Centred Approach: Support is tailored to individual needs and preferences.
- Risk Reduction: Safe techniques are always used to avoid injury.
- Consent and Communication: All movement and support activities are explained and agreed with the individual beforehand.

5. Legal Framework

This policy adheres to:

- Manual Handling Operations Regulations 1992
- Health and Safety at Work etc. Act 1974
- Equality Act 2010
- Care Act 2014
- Human Rights Act 1998

6. Staff Responsibilities

- Follow training and use approved techniques.
- Carry out dynamic risk assessments before assisting with any movement.
- Never manually lift an individual under any circumstances.
- Record and report any incidents or concerns immediately.
- Use mobility aids (e.g., walking frames, ramps, handrails) properly and safely.

7. Risk Assessment

- Each individual's support plan will identify their mobility needs.
- Risk assessments will be completed for individuals who require mobility support.
- Assessments are reviewed regularly or following changes in a person's condition.

8. Training

All staff receive induction and refresher training in:

- Basic moving and handling techniques
- Use of assistive equipment (if relevant)
- Dynamic risk assessment
- Safe working limits and when to seek help

9. Equipment Use

- Any aids (e.g. wheelchairs, walking frames) are only used with the individual's consent and according to guidance.
- Equipment must be maintained in safe, working order and inspected regularly.

10. Incident Reporting

- Any accident, near-miss, or concern related to moving and handling must be reported using the service's incident reporting procedure.
- Reports are reviewed to improve safety practices.

11. Review

This policy is reviewed annually or sooner if there are changes to legislation, best practice, or service needs.

Policy Approval

Signed: _____

Name: Vicky Gordge / Angie Lambert / Connor Doherty

Position: Partners

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